

## **TO THE PROBLEM OF DEFINITION “MANAGEMENT ACTIVITY”**

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### **Abstract**

The paper analyzes the main approaches to the definition of "management activities", defined its characteristics and role.

**Keywords:** management, functions, management activity.

### **K PROBLÉMU DEFINICE POJMU MANAGEMENT**

### **Resumé**

Příspěvek se zabývá hlavními přístupy k definici pojmu management a stanoví jeho vlastnosti a role.

**Klíčová slova:** management, řídicí činnost, funkce managementu.

Today, researchers distinguish three approaches to management training: American, Japanese and European. The American approach is that the manager is seen as a professional who has special education (in many cases, in addition to technological, legal, economic). Accordingly, in the U.S. is established an extensive system of educational institutions (colleges, schools, businesses, universities, training centers), which are aimed at training managers. The Japanese approach is somewhat different: in the Japanese leaders are trained directly at the firm based on the concept of "learning by experience" purposefully pursuing candidates for leadership roles through a chain of posts. This allows future leaders not only carefully examine your company and understand the specifics of the various aspects of business, but also create a culture of communication and resolve conflict situations. The European approach takes an intermediate position between American and Japanese. Europeans, on the one hand, have business schools and training centers, on the other – a broad education training managers is associated with a detailed consideration of management practices by trying many management situations and participates in the development of consultancy projects [2].

As for management training in the Ukrainian education system, this aspect began to develop rapidly in the early twentieth century. Today there is a considerable amount of psychological and educational research on this direction, which settled the question of education (B. Bochelyuk, L. Vashchenko L. Danilenko, G. Yelnykova, O. Yelnykova, A. Zaichenko, etc.), training heads of educational institutions (N. Vasilenko, L. Vasylenko, R. Vdovychenko, B. Zhebrovska et al.), forming the professionals to exercise management functions in the military (V. Afanasenko, A. Barco, E. Boyko, M. Rudenko and others.), agriculture (K. Bogatyrev, L. Osadchaya, V. Svistun et al.), industrial (A. Romanovsky, S. Reznik, etc.) areas.

Analysis of literature shows that training to the management activity is an important area of psychological and educational research. However, scholars interpret different concepts related to management training in any branch of the economy. In this regard we consider that it is necessary to analyze the concept "management activities" of specialist.

Our research we begin with the analyzing of the key words of this concept, which carried the "activity", "professional activities", "management activities".

Thus, the Ukrainian philosophers define the activity as a special form of human existence and society, which is active in relation to the outside world and its deliberate transformation, and in making man himself and his relations with others. Scientists say that the hallmark of human activity in the philosophical aspect of serving her awareness, which includes the goal of this activity, the choice of ways and means of achievement, determination of the desired result, the feasibility of forms and nature of the process [5].

Psychologists understand the activity as the most important general property of the individual who is a purposeful activity, which implements the requirements of the subject during the interaction with the environment [4]. A. Ponomarev said the following two specific points of activity from a psychological point of view [7]:

understanding the activities based on the recognition of the unity of mind and action;  
it is based on the principles and historical development, implementation of which in some studies involves an appeal to the business as the main driving force of mental reflection of the world.

The scientist said that the psychological position attributes of human activity is its visibility, objectivity and subjectivity.

The ukrainian teacher A. Romanovsky understands activity as a special form of life and way of existence and human development, as a process of transformation of human nature and the surrounding social environment according to their needs and aspirations [8].

Scientist V. Svistun interprets the activity as how human interaction with the objective world, during a play and improving the spiritual, cultural and material values [9].

Thus, the category of activity is the interest of a wide range of scholars, as defined are synonymous and are basically boils down to that activity is a connection between man and the environment. The activity does not exist without man and man there without activity.

Along with the emergence of human civilization was emerged its activities, which had evolved and changed under the influence of society. Today there are many kinds of activities. Thus, the objectives and nature of their share of material and practical activities, whose main goal – is to transform nature and society, the ideal or spiritual activity, which aims to develop knowledge, depending on the subject of activity distinguish the individual, social and group activities; about ongoing transformations are distinguished reproductive (playing), productive, which includes creation of a new, creative (creative) activities [5, 7].

However, activity and professional activity are different in meaning and concept can not be identified. Professional experience is different from other activities by such three positions [7]:

- first, to perform professional activities a person need to pre-trained;
- secondly, the process of professional activity depends on the psychological orientation of the person to perform this activity;
- thirdly, professional activities related to a specific system of professional culture, which is usually included in the system of industrial relations and governed by organizational, technological, legal and economic factors.

Among the large number of professional activities that function in society, the key position takes the management activity that it is the interest today of a wide ranges of researchers who successfully develop theoretical, methodological and practical foundations of the business. Management activity determines the success of any industry or organization in the domestic and foreign markets, the quality of institutional and structural changes, the ability to adapt in a competitive environment [12].

It should be noted that among academics it is not consensus to the definition of "management activities", as evidenced by its various definitions..

Thus, A. Romanovsky notes that the management activities of engineer is a process that provides necessary when used inappropriately flow processes of energy conversion, materials and information supporting capacity of the facility by collecting information on the object and the environment the formation and implementation of management decisions on the impact of an object with certain deviations from the desired state of its [8].

V. Bondar defines management activities as head of school purposeful interaction of subjects and objects, which ensures the formation, stabilization, optimum performance and required the development of school [1].

V. Svistun in his scientific works reasonably argues that management activity as a specific kind of professional activity in content is a realization of invariant system management functions heads, where the functions are considered as the main category management, because they combine the principles, methods and content management [9].

This approach to the definition of management is the most important among scientists, because the functions of management determine the content of management activity, helping to properly distribute it in stages, gradually leading to a result.

The first who defined the functions of management, was Henry Faiola. The researcher had noted the following its types: foresight, organization, regulation, coordination and control.

However, the scientist proved management principles that are universal and called now – Faiola principles: 1) the division of labor, 2) the distribution of powers and responsibilities, and 3) discipline, 4) unity of command, 5) the unity of direction, 6) the subordination of personal interests shared , 7) the remuneration of staff; 8) centralization, 9) scalar objective, 10) procedure, 11) justice; 12) the stability of the workplace for staff; 13) initiative, 14) corporate spirit [11].

Of course time does not stand still, and according to the development of scientific thought and principles of management functions are reviewed by many researchers, but the essence of them remained unchanged.

So, Mekson M., M. Albert, F. Hedouri define such management functions as planning, organization, motivation, control [6].

R. Daft singles out such management functions as planning, organization, leadership (management) and control [3].

A. Urbanowicz said that management activity is fundamentally different from other activities. The author lists the psychological characteristics of this activity:

- many activities at different levels of management hierarchy;
- creative nature of the activity that occurs under conditions of insufficient information, which is also often varies;
- prognostic nature of management decisions;
- significant part of the communicative function;-
- high mental tension resulting from a large responsibility for decisions [10].

Thus, despite the very different definition of "management activities", we distinguish the following common features of its:

- first, management activity although there is a specific activity, but it is a leading and key in any functional structure;
- secondly, it is not alone, its maked by people that in practice is often called the subjects of management or managers;

- thirdly, it aims to control object (group, institution, organization, etc.) to achieve its efficiency;
- fourthly, it is functional in nature and is defined functions that implements the head.

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