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CREATING CONSTRUCTIVE MODELS OF ORGANIZATIONAL BEHAVIOR OF STAFF IN ENTERPRISES

The purpose of this paper is to develop an approach that allows organizing the labor process in enterprises with the formation of structural models of staff organizational behavior. The paper investigates the conditions of conformity between the characteristics of the management and motivational attitudes of enterprise employees. Principles of coordination are formulated.

It was found out that the coordination principles used in the organization also define a number of characteristics of control functions, which in combination with motivational characteristics of staff can contribute to or, conversely, inhibit the formation of constructive forms of organizational behavior. A table of stable combinations of performance management functions at various ways of coordination was proposed.

Speaking about the need to take into account motivational attitudes of employees in the implementation of the management functions, the conformity between the values of characteristics of management functions to staff motivational attitudes are investigated in combination rather than individually, reflecting the principle of coordi-

nation used in the system. Motivational attitudes of certain employee categories are more suited for control systems with particular principles of coordination, and other categories – for different ones. A criterion of measuring the degree of such conformity was proposed, which even allows determining the order relation. The closest by meaning concept, that describes such a criterion, is the membership function in the fuzzy set theory. In addition to using membership functions to evaluate the extent to which employee categories conform to the management system, the need for a criterion of discrepancy was grounded. This can be useful when the existing staff does not meet the eligibility criteria (does not belong to fuzzy sets), but you need to make a choice from “what is available”, i.e. from the staff with the membership function equal to zero.

A scientific-methodical approach to managing organizational behavior of employees was developed, which effectively eliminates the occurrence of destructive behavior arising from a mismatch between motivational attitudes of employees to certain characteristics of the control system. The

approach implies defining stable quantitative criteria compliance complexes of inherent characteristics of control systems based on of motivational attitudes of different categories of employees to certain principles of coordination; the identified hygiene factors; as well as the procedure of choosing identifying among these characteristics hygienic motivational the preference of employees to one factors that influence the organizational behavior of a particular category or another during tasks that are coordinated by different types of control systems; calculating