

Section 02. Management

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Mistakes and Problems of Nowadays Managers

Despite the fact that nowadays management made significant progress in development, management of human resources still leaves something to be desired. Managers often do not govern as they should, due to the lack of experience or fear to get out of their own comfort zone. That is why it is necessary to analyse the main mistakes of managers which influence the success of the professional career in order to avoid them while managing people.

There are two general types of problems specific to managers:

- 1) problems related to the professional and personal qualities;
- 2) problems associated with the current bureaucratic system (typical for countries of the former Soviet Union and Ukraine in particular).

A good example of the first type is demonstrated in the analysis of the team of the British researchers. The Mind Tools Editorial team indicates the following issues as the most significant:

- misunderstanding a manager’s role that is rooted in the lack of necessary skills or unawareness of the responsibility level for a particular job;
- improper motivation associated with the attempts of managers to motivate staff only with money;
- the lack of clear objectives which is caused by the inability of some manager to explain the problem clearly;
- incorrect communication with employees based on a manager’s disregard of his subordinates or, on the contrary, some attempts to make friends with them;
- lack of trainings which leads to the increase of employees’ mistakes;
- fear of risk which is based on the fact that the manager is afraid to get out of his comfort zone.

The second type of managers’ problems, defined by the existing bureaucratic system, is specific for Ukrainian management that encounters significant changes under the evolving socio-economic conditions and, therefore, requires new methods and approaches.

Although managers in Ukraine often face the same difficulties as their British colleagues do, it should be taken into account that our specific economic conditions cause specific problems such as:

- simulation of work related to the avoidance of "bureaucratic discomfort";
- paternalism, which has developed historically and contains the mistreatment of subordinates;
- “shadow” administration;
- long-life employment of most top managers;

- ignoring the achievements of workers, which leads to the decrease of staff performance.

Each particular type of problems requires specific solutions. So, when the problems of a manager are the result of his personal or professional qualities, managers are suggested to attend special managerial trainings in order to identify the problematic issues and develop skills and qualities necessary for success in professional career. Other recommendations include reading professional literature or watching videos where experts in the field of management share their experience and give advice. It means that manager's job involves constant professional development. Also, providing trainings for employees and paying more attention to their ideas and needs can help to change the subordinates' attitude to work, enhance their motivation and increase the work efficiency in result.

The problems specified by the unfavourable external environment or bureaucratic system cannot be overcome by the professional training programmes only, though serious retraining of managerial staff to enhance their skills and to bring them into line with the new economic conditions is a necessary step as well. This type of problems first requires creation, development and implementation of appropriate tools to change the system of existing economic rules and conditions into more competitive and free using successful foreign experience, concepts and technologies and adapting them to the national conditions.

Thus, while foreign managers' success is mainly a result of their professional skills development, hard work and talent, managers in Ukraine have also to deal with the bureaucratic system conditions which create some extra challenges or serious barriers in their work. However, Ukraine still has an opportunity to create its own effective model of management system.

References:

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