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И НАУКИ РОССИЙСКОЙ ФЕДЕРАЦИИ
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**АКТУАЛЬНЫЕ ВОПРОСЫ ЭКОНОМИКИ
И МЕНЕДЖМЕНТА:
СВЕЖИЙ ВЗГЛЯД И НОВЫЕ РЕШЕНИЯ**

**Материалы
V юбилейной Всероссийской научно-практической
конференции студентов, аспирантов, молодых ученых
с международным участием
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Актуальные вопросы экономики и менеджмента:
М 50 свежий взгляд и новые решения : материалы V юбилейной Всероссийской научно-практической конференции студентов, аспирантов, молодых ученых с международным участием. Томский государственный университет. 4–5 декабря 2014. Сборник статей. Том 2 / под ред. Е.В. Нехода, А.И. Далибожко. – Томск : Изд-во Том. ун-та, 2015. 596 с.

В сборнике научных статей представлены результаты научно-исследовательской работы студентов, магистрантов, аспирантов, преподавателей по актуальным проблемам в области экономики и менеджмента, аграрных рынков, налогообложения, финансовых институтов, предпринимательства, мировой экономики.

Во втором томе представлены статьи по результатам работы четвертой, пятой, шестой и седьмой секций: «Финансовые рынки и институты», «Налоговая политика и налоговое регулирование», «Менеджмент XXI века», «Профессиональный дискурс в поликультурном пространстве».

Для широкой научной аудитории и всех тех, кого интересуют современные проблемы экономики, менеджмента и лингвистических аспектов в развитии глобальной экономики.

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How to improve your career path

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Abstract

The main purpose of the article is to explain the problem of interaction between colleagues in the office. This paper gives some tips to improve your career and what are the practical steps that young managers need to take in order to be welcomed. The article presents the research of social psychologist Michael Argyle. And the article is focused on giving the advantages and disadvantages of working mothers.

Key words: tactics, interaction, colleagues, office, practical steps, young manager, working mothers.

Introduction

Getting on well with colleagues, as anyone who works in an office knows, it's a vital element in our working lives. Many office jobs involve a great deal of time spent talking. One British study of 160 managers, for example, found that they spent between one third and 90 percent of their time with other people. Young executives come back from business school armed with big ideas. But these many or may not win support from colleagues.

By David Stern "If you're good enough, you're old enough," a team manager once said when giving Michael Owen, a world-class goal-scorer, his first international game at the age of 18. Is the same true in business? So what are the practical steps that young managers need to take in order to be welcomed? "The biggest challenge is a basic lack of experience, says Steve Newhall, a management consultant. "This will affect how other people see you. You need to build credibility with your key stakeholders on a one-to-one basis in order to show that you are up to the job. You have got to have confidence in your ability to do the job. But remember that the people around you may not share that opinion." Young managers also need to recognize their own weaknesses and then do something about them. "You will need a good mentor straight away," says Mr. Newhall, "someone who has plenty of experience and who gives you support and plenty of good advice."

Working relationships and Universal rules

According to the survey of social psychologist Michael Argyle and Monika Henderson "Working relationships", who point out that, are first brought about by the formal system of work, but they are elaborated in several ways by informal contacts of different kinds... It is essential for such relationships to develop if co-operation at work is to succeed." And good relationships at work, research shows, are one of the main sources of job satisfaction and well-being.

Are there any "rules of relationships" that might be useful as general markers of what to do and what not to do in your dealings with others?

"Universal rules":

Michael Argyle and his colleagues have found that there are such rules. Through interviews with people they generated a number of possible rules. Then they asked others to rate how important those rules were in twenty-two different kinds of relationships. These included relationships with spouses, close friends, siblings and work colleagues as well as relationships between work subordinates and their executives.

The researchers have discovered five "universal" rules that are applied to over half of all these relationships:

1. Respect the other's privacy.
2. Look the other person in the eye during conversation.
3. Do not discuss what has been said in confidence with the other person.
4. Do not criticize the other person publicly.
5. Repay debts, favours or compliments no matter how small.

This doesn't mean that nobody breaks these rules, as we all know- it just means that they are seen as important. The «looking in the eye» rule, for example, is a crucial aspect of good social skills. It is very uncomfortable to have to talk to someone who never, or hardly ever, looks at you during the conversation. One needs to look at person one is talking to see if they're still attending and monitor their reactions (if they've completely stopped looking at you and appear transfixed by the flowers in the window-box, it means shut up). To signal interest, the listener has to look quite frequently at the person who is speaking).

Trying to get to know the other person a bit more, if you can manage it, is really quite a good approach. You might find they are really not so bad after all.

Clever tactics for brilliant young managers

- Act your age. Do not try to look like an older person or like a statesman. Dress your age, too.
- Avoid favouritism and cliques. Leaders win respect by treating people the same.
- Build coalitions right away. Show colleagues you are aware of your limited experience. And show that you are interested in getting advice, too.
- Keep a cool head, even when you are under a lot of pressure. Some colleagues will expect you to crack. Do not give them the satisfaction.
- Show respect to older colleagues. They may be on a slower (or different) career path just because that is where they want to be. They have seen many young ambitious people come and go Draw on their experience.
- Find the right balance between being enthusiastic and being overconfident. You have been selected for your youth and energy-draw on it. But don't overdo it.
- Under-promise and over deliverer. That motivating speech on your first day may sound pretty stupid if the market turns against you.

Working Mothers have Positive Effects on the Family

Nowadays, more and more women work outside the home, which affects many people positively or negatively. Germaine Greer said, "Most women still need a room of their own and the only way to find it may be outside their own

homes.” If it is true, can it be done without having a negative effect on the family?

One point in favour of mothers working is that their children often learn to be independent from an early age, which can only be helpful them in the future. Also, in many families, the man’s salary alone is not enough to cover all household expenses. Thus, the need for extra income arises, and the woman has to work. Moreover, working outside the home gives a woman a sense of her own personal identity and self-confidence. A woman who stays at home will always be known as “John’s wife” and not as a person in her own right.

On the other hand, child care is expensive. Therefore, a large proportion of the money a working mother earns will be sent on childcare. What is more, if both parents are out working all day, they only see their children for a few hours in the evening. This can have a negative effect, as children may start to see their parents as strangers. Finally, working mother usually has to look after both the children and home in her spare time, so she is actually doing two jobs instead of one, which can be very tiring. She may also miss out on important events in her children’s lives, such as their first words.

To sum up, there are many arguments both for and against mothers working. Every family is different and what is good for one family may not necessarily be good for another. Taking everything into account, it should be left to the individual mother to decide whether working or not is something that she wants to do.

Conclusion

Taking everything into account, it should be noted that this paper was to reveal the problems of interaction between young managers with new colleagues. Through interviews with people they generated a number of possible rules. And good relationships at work, research shows, are one of the main sources of job satisfaction and well-being.

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