

Section 02. Innovative Management

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Shortage of Qualified Management Staff as One of The Main Problems of Ukrainian Management

The lack of qualified management personnel is a burning problem of the modern Ukrainian economy as it results in a slowdown of the country economic development. An observation of the situation in the world labor market shows that Ukrainian specialists are not always recognized as high quality professionals. One of the reasons is that they have not been accustomed to working efficiently or under heavy loads since childhood. The youth have not developed the ideology of living and working in a tense rhythm in order to win the competition for obtaining a prestigious job. Even having advantage in knowledge, Ukrainian specialists often lose by the criteria of intensity, responsibility, discipline, attitude to labor duties.

The purpose of this publication is to identify the reasons for the shortage of qualified management staff in modern Ukrainian business environment and offer some solutions to this problem.

It is well known that a manager is a hired administrator responsible for an effective functioning of a company. The main functions of a manager include: management and planning of enterprise commercial activities; control over the development of business plans and commercial terms of agreements; hiring staff; development of innovative and investment policies; ensuring the growth of profitability, competitiveness and quality of goods etc. But now it is difficult to find a manager who could make efficient decisions and meet the requirements of modern business. The reasons for this are shown in Table 1.

Table 1

Reason	Description
Out of date technical and theoretical background	Most educational institutions provide training based on outdated resources which do not reflect modern management trends and approaches typical for current economic environments.
Educational services are supplied by the outdated education system	University education is focused on developing general skills not considering complex or specific situations that may arise in the process of management. Classes are conducted by scientists who are often not practitioners.
Absence of motivation among specialists who have worked for more than 5 years in the organization	Most employees with more than 5 year experience start to believe that they have reached the peak of their professional development and do not want to put their effort into further growth. It can be explained by the low level of strategic planning in the company, low level of applied technologies and tools, poorly developed corporate

	culture. However, modern social and economic trends change so fast that a successful employee has to evolve all his life, acquire new skills in order to achieve high results, both personally and professionally.
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Table 2 focuses on the possible solutions of the problem with the qualified management.

Table 2

Solution	Description
A contract between educational institutions and employers	An employer pays for the education of future specialists and arranges their practical training in his company. The company experts can be invited to share their practical experience or to carry out common projects. In its turn, an educational institution guarantees that an employer will receive a highly qualified professional with necessary practical skills in the field of study. In a result students will not have problems with employment.
Attraction of highly qualified managers from other regions	Various benefits (low mortgage rate, vacation abroad, free travel to work place, etc.), higher salary, lower taxes and more convenient working conditions can help attract highly qualified management staff from other regions.
Re-qualification and/or professional development	Development of the company managers' skills can be provided by various lectures, workshops, seminars, CPD courses or trainings. In a result new knowledge and skills will be gained.

Thus, it was revealed that the main problems of Ukrainian management are the insufficiency of the resources and the low level of professionalism, as well as the problems with proper training of specialists in most of the country's universities. These problems can be solved by a number of changes in the educational system of Ukraine. It is necessary to adjust education programs to the latest labor market requirements, update books and equipment, attract practical business experts to the educational process, and change teaching techniques in order to conduct problem-based classes focusing on real-life situations.

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