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Simulation of Manager Personal Qualities During the Dedicated Training

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The subject of the study is the achievement of manager personhood qualities in the process of dedicated training. The article gives the author's model of manager personality, according to which the achievement of manager personhood qualities in the process of dedicated training is as the result of a complex interaction of his personality levels (such as organismic, individual, self-personality) with the general characteristics of the process control (communicative space, communicative time, energy, information, material factors of management, specific management situation). In the experimental part of the article on the basis of the proposed methods of psycho-diagnostics, as well as statistical comparison the analysis and interpretation of the results are provided. In the course of which there were correlated personality traits with a particular process control, based on the levels of the individual, each associated with one of the authors of selected qualities emerging in the process of professional development. Comparative statistical analysis of the study of the development levels of personal qualities and their relationship with the students and leaders at different stages of professional development has enabled to establish that the conditions of achievement of personhood formation are different.

Keywords: management process, quality of management personality, simulation, profile.

Introduction

In today's rapidly changing socio-economic conditions of the Russian society there remains a priority problem of personality development, where special attention is paid to the process of professional development.

Using a variety of methodological approaches, researchers often come from the proportionality of all the psychological qualities of the person, which is not sufficient for the effective functioning of various spheres of his/her activities. The specific of any activity, and especially management, has a certain effect on

the system of business and personal qualities of the manager. Management currently serves as an essential tool for making conceptual theoretical problems and to solve practical problems in the development of the Russian statehood. It becomes the key management in addressing the most pressing psychological, socio-psychological, economic, political, ideological, and other tasks. At the same time management training is conducted mostly by Western models classic design, effectively operating in a relatively stable socio-economic system and giving failure in conditions of instability of the Russian reality.

Practice shows that the success lies in the personality of the manager, its inherent qualities, therefore, in the process of training in this field. Therefore, there is a need to develop management parameters personality of the manager, that is identifying the general characteristics of the underlying personality properties caused by the very nature of activity. The personality of the manager as a carrier of certain qualities in their totality constitutes the entire control system and caused by a specific phenomenon comes to the fore consideration. In this approach identity management is the center of the intersection of functional dependencies management process.

The problem of consideration the personality of the manager as an object of psychological research is appeared, where, on the one hand, the properties of the individual manager associated with personality characteristics in general, on the other the identity of the manager acts as a unique system, which has specific features due to professional activities, and as interacting with other systems and society in general.

Active interest in the problem of the formation of manager personhood qualities in the process of dedicated training is explained by the economic conditions for the development of modern society, where the old established concepts of authoritarian rule are broken and replaced by coming horizontal structure of market relations, accompanied by democratic governance processes. For the first time the attitude to professional staff is not based on an ideological basis, but according to the functional purpose of management activities.

Management process

Management problems and their solution methods arose in all countries and at all times, since the origin of human civilization; they are relevant in the present time. Scientific bases of management are very complex because the

control systems are complex themselves: state and regional structures, technological processes, industrial plants and systems, but especially challenging unique management object is society – a community, production team, personality.

Variety of approaches, techniques and development methods and implementation of managerial human resource straining reveal the complexity and diversity of the problem. Theoretical clash of concepts such as *management* and *business administration* reveals that they are not identical. The first concept refers to all processes – production, economic, marketing, scientific, sales and others. The second concept – *business administration* – is the kind of control and is used in market conditions, where connection between the structural units are more flexible, and communication is built on the basis of cooperation and partnership, even as focused on the identification and use of maximum creativity in the organization. Specialist in the field of personnel management where the main field of activity is *people management* rather than *things and processes* has become known as a manager.

Without people there is no organization. Without the right people, no organization can achieve its objectives and survive. There is no doubt that personnel management is one of the most important aspects of the theory and practice of business administration. Specific responsibility for the overall management of human resources in large organizations is assigned to professionally trained senior control managers. In order for such professionals to actively promote the objectives of the organization, they need not only knowledge and expertise in their particular area, but also awareness of the problems of a low-level control. However, if they do not understand the specifics of personnel management, its mechanism, capacity and limitations, they cannot take full advantage of the recommendations of management. It is therefore important that all managers know

and understand the ways and methods of managing people. Human resource management includes a number of functional processes: planning, organization, control, monitoring, and accounting.

A new type of manager should be able to organize employees qualitatively. His/her behavior is focused on group work, so it becomes essential quality ability to realistically assess the strengths and weaknesses of each employee to make rational use of the individual potentials in group work. The combination of competence, behavior and experience is the basis of development of the qualities of the manager, the formation of which occurs through the interaction of the individual management processes. Personality appears here as a system or as a *penta-basis*, which includes all of the following concepts: communicative space and time, energy, information, and material factors of control. Dedicated five concepts (*penta-basis*) are universal characteristics of business administration and at the same time they are the basis for the theoretical description of the individual manager.

Manager personality simulating

The manager as the main subject of the administrative activity has special training in the organization and performs a number of different functions. One can confirm with some degree of certainty that Russian managers in a market should possess qualities such as entrepreneurship, independence, professionalism, willingness to take risks and take responsibility, self-confidence, creativity associated with the level of development, the ability to find creative solutions; responsibility, focus on results, leadership qualities; communicative, analytical skills, ability to make decisions, organised nature and flexibility, adherence to ethical principles, etc. It is not possible to formulate by simple generalization of empirical data on the activities

of the manager the list of basic requirements that a manager should satisfy. Theoretical analysis of the personality of the manager can not be reduced to a simple generalization of the experience of individual managers. Identity management control system acts as a self-developing system, experiencing a variety of impact and at the same time is an active factor. Consequently, working with so many personal qualities of a subordinate is very difficult. For example, it is impossible to take the person to the post of personnel manager highlighting more than fifty professional quality features, since it would be difficult to check even their presence, and there is no word for implementation of them.

In this regard, there is a need to design a system with a certain minimum quality of basic parameters that must commensurate vary depending on the professional activity, as activity, communication and relationships defines certain structural frame on the formation of personal qualities. It is much easier to operate with a minimum of parameters in their comparative analysis, especially for periodic diagnostics and experimental study of the problem of forming qualities.

The study analyzes the interaction between the individual manager's internal and external environment in the course of professional formation, where we settle dedicated business and personal qualities. Business skills are considered through the work and personal qualities are based on the interaction of the subject-object relationship. On the one hand of this interaction there is the environment, and on the other side there are inner psychological resources of the personality. The consistency between individual consciousness and its unconscious mental processes is important here. At the junction of the inner and outer world is born the unique structure that represents the quality system that is revealed in this study.

Implementation of these qualities objectively requires good economic training and deep knowledge in the field of scientific management. Business administration deals with these problems.

Thus, business administration should be considered as a special kind of control which is necessary for the economically independent entity in the market economy and is a system of flexible enterprising leadership to rebuild timely, responsive to market conditions, competitive conditions and social factors of development.

If we consider the person as widely as possible, the structure of any individual (personality of the manager in particular) can be represented as a certain set of three subsystems or levels of personality: organismic, individual, self-personality. Furthermore, it is important to note that the development and functioning of the person occurs indirectly. It is defined by general characteristics of the process control: a communicative space and time, information, energy, material factors of governance and management. The graphical model of the manager personality is given in Fig. 1.

There are three circles in the Figure, which represent the major subsystems of a manager personality in their interaction with the general characteristics of the management process, which is represented by the figure of the hexagon, where every facet is characterized by one of the management processes, which include the communicative space, communicative time, information, energy, material and material factors control the specific situation. Any of the active manifestations of the manager personality has a corresponding pulse from every level of *personality subsystem*.

Organismic level (1) generates energy pulse and affects the motivation and other factors. The term *organismic* points directly to the biological side of man, emphasizes simple but often overlooked fact that a human is primarily a living organism with his/her own characteristics, indicators of health, temperament, and emotional stability or instability. Individual (2) also affects the motivation, determines the originality of management style, it imposes on the unique features of the creative manager personality, his/her emotional involvement. Self-personal (3) defines everything associated with willpower

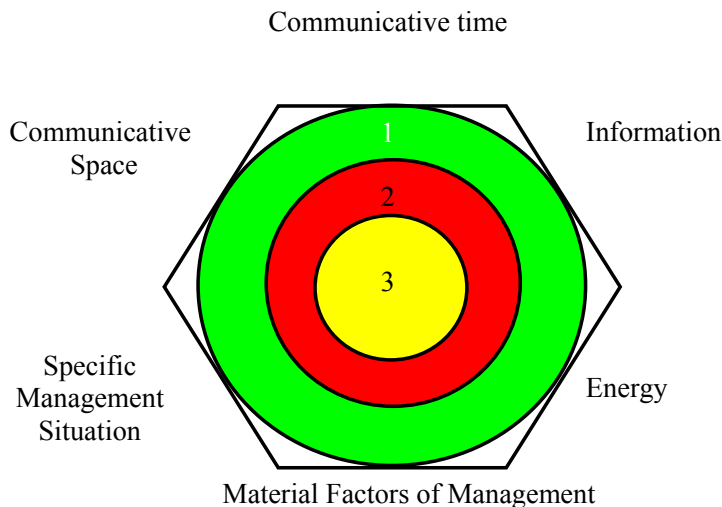


Fig. 1. Model of manager personality

qualities (the ability to dominate impossible without willpower and management functions), the ability to manage other people, the ability to make their own responsible choices, to make effective management decisions and take responsibility for them.

Analysis and interpretation of results

The specificity of our observation is the focused research personal qualities and their formation. Experiment for determinations of the personal qualities that affect the success of the professional activities carried out in compliance with the criteria for voluntary and anonymous.

The research base were the group of students of FGBOU VPO Siberian State Technological University, the Faculty of Humanities, III course on specialty of Management of Organization (29 people), the Faculty of Humanities II course on Management of Organization (31 people), students of the Faculty of Chemical Technology IV course on various specialties of Chemical Technology (104 people); students-managers who were trained in additional professional education program of Personnel Management and gained additional knowledge and skills (11 people) and acting heads of organizations (15 people). A total number of tested people were 190 ones.

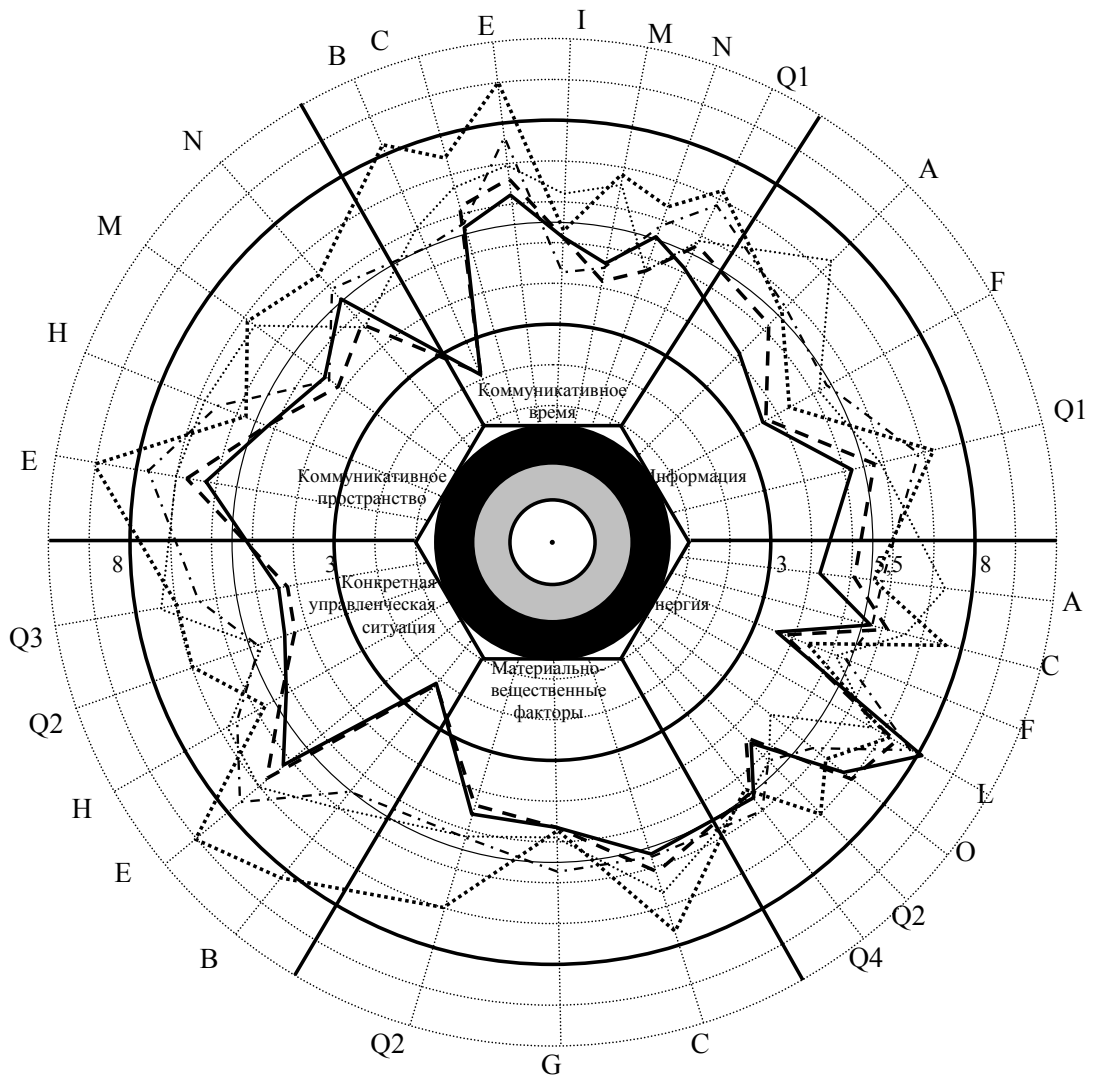
The developed model of the manager personality which has a layered structure (organismic, individual, self-personal) has confirmed its value in a pilot study. For all its constructible blocks (specific management situation, material factors, energy, information, communicative time and space) grouped the authors by factors according to the questionnaire-test 16PF, there are shown the highest values in students-managers and heads of organizations (Fig. 2).

Educational and professional activities of managers in comparison with students from other faculties revealed the statistical

differences for Student t-criteria, which are most significant for blocks of our constructed model, namely, *information* and *specific management situation*. The qualities of high intelligence – understanding of abstraction, speed of thought processes, persistence and perseverance – allow to analyze and solve managerial situation more successfully, as the main form of professional management activity is the development of managerial decisions. In turn, this unit is interconnected with the information model unit, since it allows effectively to collect and manage information.

Statistical analysis by Spearman revealed that groups of the second year students of the Faculty of Humanities on Management of Organization and the fourth year students of the Faculty of Chemical Technology in various specialties experimentally no relationship to the self-personal level. A group of third-year students of the Faculty of Humanities on Management of Organization, students-managers and heads of organizations identified a set of correlations. In analyzing the relationships of general characteristics of the managing process, according to the authors' model, the students of the Faculty of Chemical Technology did not show correlations of the management process, except for specific managerial situation.

Students of the second and third years of study at the Faculty of Humanities in Management Organization have an increase in the complex relations with the shift to the communicative space and time. A similar picture is seen in the students-managers and heads of organizations, indicating that the sustained process to form a group and the team with the forward and reverse impact on the manager personality. Conditions of formation of manager personality qualities were identified on the base of the fact that the current Russian economic education should accumulate new priorities and install the best national traditions



————— 2nd year students FH students-managers
 - - - - - 3^d year students FH heads of organizations
 - - - - - 4th year students FCT

A – communicativeness
 B – intelligence
 C – emotional stability
 E – dominance
 F – unconcern
 G – norms of morality
 H – braveness
 I – emotional sensitivity

L – suspiciousness
 M – dreaminess
 N – diplomacy
 O – uneasiness
 Q1 – innovativeness
 Q2 – self-sufficiency
 Q3 – discipline
 Q4 – strains

Fig. 2. Experimental Group Profiles

with the emerging social value system, which is open, spiritually and culturally rich, providing formation of citizenship and patriotism.

Conditions of formation of different manager personality qualities, their building is a result of a complex interaction of levels of his/

her personality (organismic, individual, self-personality) with the general characteristics of the management process (communicative space, communicative time, energy, information, material factors of control, specific management situation) in the process of training.

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Моделирование процесса образования личностных качеств менеджера в профессиональной подготовке

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Предметом исследования является становление качеств личности менеджера в процессе профессиональной подготовки. В статье представлена авторская модель личности менеджера, согласно которой в процессе профессиональной подготовки становление качеств личности менеджера происходит в результате сложного взаимодействия уровней его личности (организмический, индивидуальный, собственно-личностный) с всеобщими характеристиками процесса управления (коммуникативное пространство, коммуникативное время, энергия, информация, материально-вещественные факторы управления, конкретная управленческая ситуация). В экспериментальной части статьи на базе предложенных

методик психодиагностики, а также статистического сравнения представлен анализ и интерпретация результатов работы. В ходе которого были соотнесены качества личности с тем или иным процессом управления, исходя из уровней личности, каждый из которых связан авторами с одним из выделенных качеств, формирующихся в процессе профессионального становления. Сравнительный статистический анализ изучения уровней развития личностных качеств и их соотношение у студентов и руководителей на разных этапах профессионального становления дали нам возможность установить, что условия становления личностных качеств различны.

Ключевые слова: процесс управления, качества личности менеджера, модель, профиль.
