**ABOUT SOME IMPORTANT PROBLEMS OF UKRAINIAN MANAGEMENT**

*Prischepa Natalia,*

*PhD in economy, associate professor of the Management*

*of Foreign Economic Activity of Enterprises Department*

*e-mail:* *natalygotta@mail.ru*

*Ostapenko Tatiana,*

*PhD in economy, associate professor of the Management*

*of Foreign Economic Activity of Enterprises Department,*

*National Aviation University, Kyiv*

From the very beginning of its history the management of an organization has faced many problems and difficulties. These problems were the result of many factors, such as lack of knowledge of how to motivate staff, how to organize their work time and space, which solutions would be most beneficial and correct. And talented managers have always tried to find a solution to them, understand the causes of problems and determine what management techniques are most effective. More and more new management principles, ways of achieving the goals of quality control were created. Many of them are effective even nowadays.

However, most of them - are the principles of Western, American and Japanese management. Ukraine differs a bit from Europe, the US and Japan not only in the economic situation, but also in the mentality. In other words, these аmethods will help solving the problems that have not been faced yet by the Ukrainian producers; and these methods may not lead to effective management. Therefore, in Ukraine the problem of management is very relevant in today's society.

One of the main problems of Ukrainian modern management - it is a problem of professionalism of managers. In recent years, this specialty has widely spread in Ukrainian universities, but the problem still remains. The reason may be that only small numbers of true professionals in Ukraine have management experience in the real market economy. It is well known that getting knowledge in the field of management is impossible without acquiring practical skills.

Naturally, the main part of the graduates of this specialty have negligible experience in real-life management. It is difficult to implement all kinds of new and effective management principle. There is a need in a radical revision of the business philosophy, as well as changes in personnel psychology (particularly managers), the growth of personal potential and improvement of their skills.

Another problem of management in Ukraine is that the country has a corrupted economy. We can divide the managers of private companies and managers of state structures into different groups. In the western world government representatives are mostly limited in the terms of wealth, while in Ukraine large state orders are given to official government representatives and lead to the formation of large managers. At such time, the development of private companies and pushing them out on a competitive international market is not the main focus of Ukrainian economy.

In Ukraine there is a problem of ineffective interaction between the company owner and top manager. Often there are conflicts between them, which lead to the dismissal of manager. As a result, the owner loses a valuable specialist, and the effectiveness of the company's work is being reduced.

At this time, the manager loses the opportunity for career growth and starts all over again. The essence of the differences is that the owner wants to maximize profits at every stage of the organization, and the professional manager is working on achieving of the strategic goals. Often, the owner of the company does not entirely understand goals and ideas concerning the production and workflow. And this is making it difficult for mangers to achieve the results that he wants.

At the same time this key manager has no authority, but has a high degree of responsibility. For companies momentary profits extracted from each stage are much less profitable than strategic acquisitions that will pay off and bring big profits in the future. A professional manager understands this, and if the owner also adheres to this position, they both will feel comfortable in the company, the actions will be clear, and expectations will be justified.

Currently, there are many problems of management in Ukraine. At this point our country hasn’t got developed theoretical and methodological bases for the use of management practice. Western management principles are not very applicable in Ukraine, so they are difficult to use to solve our issues. Of course, it is necessary to pay attention to the theory and experience of foreign management, but it is necessary to clearly understand the differences in the principles of management in Ukraine and abroad.

So, before you innovate, it is important to adapt everything to certain features of the mentality and culture of Ukrainian man. Notwithstanding the foregoing, it should be noted that with proper and professional approach not only a solution to all the problems of the organization's management may be found but also avoiding of clashes with many of them, may be done to improve the efficiency and quality of management, and as a result, entire production processes.

**References:**

1. Янг С. Системное управление организацией. Пер. с англ. под ред. С.П. Никанорова, С.А. Батасова / С. Янг. - М., 1992. — 456 с.
2. Zaynagutdinova A.N., Galeeva Z.F., Egorov V.A. The issue of management staff of the organization in Ukraine / A.N. Zaynagutdinova, Z.F.Galeeva, V.A.Egorov // Scientific-practical conference of scientists and students with remote participation. Collective monograph. [E-source]. – Available at: <http://sibac.info/universum/psy>
3. Минцберг Г., Альстрэнд Б., Лэмпбел Дж. Школы стратегий /Пер. с англ. под ред. Ю.Н. Каптуревского / Г. Минцберг, Б. Альстрэнд, Дж. Лэмпбел. – СПб: Издательство «Питер», 2000.