

Summary

Subject matter: The style description of management activity of the heads of municipal administrations (on the example of the prefecture of Staropromyslovsk district, Grozny).

Author: Iliasova Bellita Khavazhevna

Supervisor of studies: doctor of sociological sciences, Professor M.A. Korgova.

Customer organization: The prefecture of Staropromyslovsk district, Grozny.

Topicality of the research: One of the central places in terms of the search of the reserves of the improvement of the effectiveness of management activity is by right occupied by the researches devoted to the analysis of management styles. This fact is quite natural and is conditioned, on the one hand, by the acceleration of the scientific and technological process and the steady growth of the impact on all the spheres of our life of the process of democratization and, consequently, the strengthening of the role of the subjective factor in management, and, on the other hand, by the need for the search of the concrete ways and technologies of the improvement of the effectiveness of the solution of complex management tasks set by the modern practice of our life. This leads to the need for the analysis of the variety of approaches, tactics and strategies which are realized in the process of the study of management style both in the theoretical and practical planes.

The Objective of the research is the study of the main conditions for the formation of the effective management style in the organs of local government.

Tasks:

- to discover the meaning of the notion “management style” as a management category;
- to analyze the approaches to the determination of the optimal style of management activity of the municipal administration;
- to investigate the traditional approaches to the problems of management style;

- to describe the management style of the Prefecture of Staropromyslovsk district, Grozny;
- to develop the algorithm of the optimization of management style in local administrations.

Theoretical and practical significance of the research is that the data obtained in the work can be used for the study of the motivation for the selection of a concrete management style, diagnosis and analysis of the degree of the manager's personal orientation in the professional activity, building of the model of his/her individual career, outlook on the style characteristics and the effectiveness of the realization of management functions.

Result of the research: In the course of the empirical research it is established that management style is a complex construction with a multi-level determination. It is essentially determined both by the inside and outside factors finding their reflection in the specific understanding by the manager of the meaning and goals of management and his/her attitude to their own and organizational goals and tasks.

Recommendations:

The main directions of the improvement of management style in local administrations in our opinion are as follows: regulation of the heads management activity, delegation of their responsibilities to their subordinates, involvement of the Prefecture's ordinary employees in the management procedure, rationalization of meetings, business talks and other work operations, improvement of the organization of interaction, normative – legal consolidation of some relatively new but at the same time insufficiently used in the practical work of management mechanisms as the indispensable attributes of a modern effective management style.