

VASILENKO V.S. gr. MEA– 08

Scientific supervisors: Kharchenko V.A. candidate of economic sciences, associated professor; Borshch I. V., senior lecturer

Donetsk National Technical University

c. Donetsk

MANAGEMENT MISTAKES

Five most common mistakes of managers are examined.

A research urgency. One of the major problems at the present stage of development is human resource management. Everywhere and always there arises the problem of cooperation of managers and employees, as well as the formation of leaders as individuals.

A research objective: of the research is to study the most common mistakes made by managers in personnel management.

A body. A manager is a person who is officially entrusted with the job of team management and organization of its activities. The head is legally responsible before the designating authority for the functioning of the team and has a well-defined authorization capabilities – punishment and encouragement of subordinates to influence their production activity.[2]

Personnel management is the influence exerted by individual managers on individual workers or team to encourage them to perform the tasks obtained, and work to achieve their goals.[2]

Susan Donnell identified five reasons, according to which some leaders go up the career stairs in their organization only to fall afterwards.

The essence of the mistakes				
Desire to make high profits	Effect of status symbols	Self-centeredness	Self-isolation	Concealing of thoughts and feelings

Pic. 1 — Widespread mistakes of managers.

The first mistake of managers is a big desire to receive high salary and to have personal comfort. Very often their purpose is not success of their divisions, but what is necessary to make to earn a higher salary.

The second mistake of managers consists in aspiration to get symbols (a desk, an office, a car, a house). Such manager does not achieve success, he cares only about attributes and symbols of their status. It is an omen of misfortune.

One author has written: “A bad manager cares about themselves, a good one – about their people”. The third failure of a manager is when they should encourage employees for well performed work, instead of appropriating all their merits.

A bad manager isolates sooner or later themselves from others and it is the fourth mistake. They are occupied by themselves and likes to spend time in loneliness, gradually losing any communication with associates and subordinates.

When a manager is isolated from the daily current information it is a bad sign.

Subordinates want and should know what their managers feel. One of certain ways to put people off is to tell them: “I don’t have any thought about it at present. Do what you think is better. Maybe everything will be ok”. It is the fifth mistake of a manager. Unsuccessful managers also try to hide their emotions. They try to hide their anger and fears.

The conclusion. The leaders of labor collectives must have a perfect command of their specialisation, as well as to be able to work with people. Managers should conscientiously perform their assignments, be modest and tactful, appreciate their team, win people’s favour and be respected. To acquire the rules of a manager’s conduct one needs to be very patient and hard-working in self-education and self-upbringing.

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