

# THE ORGANIZATION OF MANAGER ACTIVITY IN CONTEXT OF PERSONNEL BEHAVIOR MANAGEMENT ON THE ENTERPRISE

**Sazonova T.O.**

Candidate of Economic Sciences, Associate Professor,  
Poltava State Agrarian Academy

**Nagorna Zh.V.**

Student,  
Poltava State Agrarian Academy

**V'yunytsky D.I.**

Student,  
Poltava State Agrarian Academy

The importance of the human factor in production and management is growing. Effective organization of manager's activities is a necessary condition for realization a successful HR strategy. Manager must to form not only a managing staff behavior strategy, also tactics. That's why manager must study factors of influence on the behavior formation. Personnel behavior is determined by personality traits of each person. Behavior also forms under influence of personal and service environment. An employee changes his behavior in the right direction under the influence of the organization. Thus, effectively organized motivation can positively affect on the personnel behavior, also its perception. And perception is a factor of affecting behavior. Role and status of person, official and unofficial, influence on its behavior.

Manager must analyze and implement the functions of management by all subsystems of personnel management. These subsystems, in a turn, are subsystems for managing of personnel behavior. Here, some of these

subsystems: working conditions, labor relations, personnel accounting, planning, personnel forecasting and marketing, personnel development, labor incentives, social infrastructure, legal, organization of interaction.

But manage system also need in a manage process. That's why manager must show a high level of self-management and practice of self-development. Among the modern popular methods of the manager's development can be identified:

- Executive education;
- Leadership development;
- Executive coaching;
- Learning by action.

Among the development methods that managers apply to employees, most popular are:

- Learning by the "Shadowing" method;
- learning by the "Secondment" method;
- learning by the "buddying" method.

Thus, the manager must constantly shape his behavior and behavior of subordinates in accordance to modern business environment.