

DIAGNOSTICS OF THE MECHANISM OF MANAGEMENT OF ORGANIZATIONAL DEVELOPMENT OF THE ENTERPRISE IN CONDITIONS OF UNCERTAINTY

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The article is devoted to the consideration of the theoretical foundations of the mechanism for managing organizational development of the enterprise, the analysis of the impact of risks that are possible at each stage of management decisions, as well as measures to optimize the management's actions to minimize possible risks under uncertainty.

In recent years, many works devoted to the problem of organizational development of enterprises have been published. However, the analysis of the risks that are possible at each of the stages of management decisions is given enough attention.

The purpose of this study is to analyze the theoretical and practical aspects of the management mechanism of organizational development of the enterprise, analysis of risks, the emergence of which is possible at each stage of the decision making, as well as the search for ways to minimize the impact of these risks on the management process under uncertainty.

Particular attention is paid to the risks of each stage of the organizational development mechanism. During the study, they performed a diagnosis that enables them to identify possible risks at each stage of the management decision-making process, including: the risk of incorrect problem formulation, informational, resource, risk of confusion, the risk of logic and consistency, the risk of inconsistencies in alternatives and the unjustified choice, the risk of resistance to workers' side. Also, the work out the possible actions of the manager to minimize all these risks at each of the stages, among which: a thorough study of information, an analysis of its relevance, the invitation of management consultants, the limitation of the number of alternatives and their alignment with the goals and mission of the organization, the involvement of employees in the process making a decision. The ways of overcoming the situation of uncertainty and optimization of managerial decision in these conditions are considered.