

catastrophe, therefore the owner of waste has to adhere to requirements of their treatment, and not to allow clogging and pollution of even bigger territories.

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УДК 811.111

THE IMPORTANCE OF MANAGER'S PERSONALITY FOR SUCCESS OF THE COMPANY

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В статті розглянуто основні види керівників та вплив соціуму (підлеглих) на модель поведінки керівника. Визначено яка з цих моделей поведінки дає найпродуктивніший результат на підприємстві. Встановлено пряму залежність між типом характеру та поведінкою підлеглих та лідерськими якостями керівника та заходами їх реалізації.

Ключові слова: керівник, лідер, дисциплінованість, авторитетність, товариські (дружні) стосунки, розвиток, продуктивність, риси характеру, ключові правила для керівника, ліберальний, тоталітарний, демократичний, тип поведінки.

The article considers the main types of leaders and the influence of society (subordinates) on the model of the behaviour of the leader. It is determined which of these models of behaviour gives the most productive result in the enterprise. There is a direct relationship between the type of character and behaviour of subordinates and leadership attributes of the leader and measures for their implementation.

Keywords: *manager, leader, relations, features of character, authoritarian, democratically, motivation, ineffective, liberal, successful result.*

In this day and age, we can't imagine over live without work most of the success depends on the authority and power of the manager or any other leadership position. If we returned to history, in the period then mankind moves forward were the person who admired and direct in the right way. During evolution, which in person has changed from chieftain and kings into managers. However, the main question continues to be actual: "What personality should a leader have?"

In the 1940th sociologist from America, K. Byrd describes 79 features of character, which were the most important for a successful leader. However, while other scientists make research on that topic, they added another as a result appeared new list, which consists of all features of character, which were similar. Unfortunately, there were only 5% of Byrd's ideas.

Since in the few years scientists put forward a theory that the foundation of leadership was the situation. That means that in-group become the leader person whose features of character needed in this situation. As a result, one person can be a great leader in the community, but in other groups ordinary workers. Also, in that theory appeared supplement from F. Fiedler, the main idea was that community had clear border between a leader (usually person receive then birth) and manager or head (features which person received during studying or working). Moreover, most of the time being manager gives a more successful result.

In particular, today are popular three types of behavior of manager such as authoritarian, democratically and liberal. Each of them gets pluses and minuses. To start with a description of an authoritarian manager. The main idea is that manager hold in his hands all power and worker around him just do that he asked. If a person didn't do what was asked, he will be punished. Pluses in such situation that result will be received very fast and unquestioning fulfillment of orders. However, mines are that people will work in fears and soon will appear dissatisfied. After that democratical manager. In that situation, the leader discusses ideas and plans of work with workers. Pluses in such situation high level of motivation because people enjoy their work and long term development. Minuses are that making decisions takes a too long time and in a crisis, unfortunately, such kind of leader is ineffective. Finally liberal manager. Such kind of manager shifts responsibility for decision-making to subordinates. Usually, a worker makes their own decision that

helped them to develop. Pluses in such a situation are saving time and effort for the leader and adding employees to be responsible. Minuses are that there is a high probability of losing the vector of development because employees do what they want. Second mines and most important that such a leader can be only in organizations with highly professional employees.

Taking everything into account the conclusions are that leader and manager is very important for successful work, but we don't have one type of leader which will be correct. Situations are different and people too, that is why a manager should be ready to change behavior to receive great results.

Summary.

Considering all of the above, we can conclude that the type of behavior directly depends on the behavior of subordinates. In his work, the leader must pay special attention to this to obtain more effective results, therefore, a successful leader always takes into account the behavior and character traits of subordinates along with the environment. For example, in a situation where employees have a high level of consciousness, the manager gives them the right to express themselves and to display their ideas in the workplace. Often, such a scheme opens up huge potential for development. In this case, strict control and supervision are not required. However, if these character traits are not characteristic of a given team, then the leader has to come up with a different tactic of interaction. For example, increase the level of control and the introduction of a certain framework. In this case, this will be the most effective scheme. Therefore, for success, one must take into account not only personal qualities but also be ready to build a scheme for the behavior of subordinates.

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