



Проблемы организационного поведения: теория, методика, практика

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“Организационное поведение” как учебная дисциплина с недавних пор стала обязательным предметом в профессиональной подготовке менеджеров для различных областей управленческой деятельности и включена в планы многих вузов экономического профиля. Объяснение данного факта состоит в том, что именно люди, их поведение и действия, трудовая активность и стремление к достижению стоящих перед компанией (фирмой) целей позволяют обеспечить эффективную деятельность любой организации.

Что касается учебной и научной литературы по проблемам организационного поведения, то особого “голода” на книжном рынке не наблюдается. За последние годы вышел ряд изданий, которые достойны упоминания. Вместе с тем, трудно назвать работу, которая, с одной стороны, претендовала бы на полный охват теоретических основ организационного поведения, с другой стороны, имела бы хорошую практическую часть и методическую оснащенность. И вот такой учебник появился.*

Авторы проделали большую и серьезную работу по обобщению теоретического и фактического материала. Прежде всего, следует отметить структуру учебника, которая хорошо раскрыта на странице 10. — она подчинена единой цели: дать студенту (слушателю) необходимые и достаточный объем знаний из теории управления организацией, общего и стратегического менеджмента, общей и социальной психологии, социологии и других научных дисциплин для практической деятельности, связанной с управлением и людьми, и организациями. Кстати, нельзя считать эту цель легкой. В ранее вышедших изданиях подобная цель тоже ставилась, но далеко не во всех из них она достигнута. Рецензируемая работа выгодно отличается разумным соотношением теоретических положений и практическими примерами использования теории в деятельности менеджеров разного уровня.

Читая любой раздел книги, сразу ощущаешь взгляд и оценочные суждения специалистов с большим опытом как практической работы, так и преподавательской деятельности. И тем приятнее отметить высокую ответственность и “бережное отношение” авторов к раскрытию составных частей общей проблемы, название которой организационное поведение. Подтверждением сказанного являются детально анализируемый в учебнике понятийный аппарат, четко и ясно выделенные основные для каждой главы термины и понятия, выводы по главам и вопросы для самопроверки степени усвоения материала.

Всего в книге шесть разделов, в которых представлены теоретические основы организационного поведения. Безусловно, эти разделы, составляющие первую часть книги, наиболее важны с точки зрения рецензирования. Итак, по порядку.

В первом разделе рассматриваются сущность, сферы и модели организационного поведения, эволюция теоретических концепций менеджмента и анализ организации как системы. Оригинально описаны модели организационного поведения (авторитарная, опеки, поддерживающая и коллегиальная) и

* Зайцев Л.Г., Соколова М.И. Организационное поведение. [Учебник]. — М.: Экономика, 2005. — 665 с.

**Robiiskoe Zakonodatelstvo Teoriia Praktika Problemy
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VM Jensen



Robiiskoe Zakonodatelstvo Teoriia Praktika Problemy Razvitiia Tezisy Dokladov Nauchnoprakticheskoi Konferentsii:

Unveiling the Energy of Verbal Artistry: An Emotional Sojourn through **Robiiskoe Zakonodatelstvo Teoriiia Praktika Problemy Razvitiia Tezisy Dokladov Nauchnoprakticheskoi Konferentsii**

In a global inundated with screens and the cacophony of immediate connection, the profound power and mental resonance of verbal art frequently diminish into obscurity, eclipsed by the continuous barrage of sound and distractions. Yet, located within the lyrical pages of **Robiiskoe Zakonodatelstvo Teoriiia Praktika Problemy Razvitiia Tezisy Dokladov Nauchnoprakticheskoi Konferentsii**, a fascinating perform of fictional beauty that impulses with raw thoughts, lies an memorable trip waiting to be embarked upon. Composed by a virtuoso wordsmith, this exciting opus manuals readers on a mental odyssey, gently exposing the latent possible and profound influence embedded within the complicated web of language. Within the heart-wrenching expanse of this evocative analysis, we shall embark upon an introspective exploration of the book is main styles, dissect their charming publishing type, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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