



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.

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