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ORGANIZATION THEORY

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*Dedicated to the 50th anniversary of the Department
of Organizational and Management Innovation
75th anniversary of the Faculty of Management*

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The study guide is devoted to the fundamental issues of the theory of organization. The book considers the scientific foundations of organization theory. Methodological foundations of organizational theory and detailed typological classification of organizations are carried out. Such matters as organization structure, management system underperformance, organizational effectiveness and methods of its assessment, approaches to the organization's examination and research are discussed and detailed.

***Key words:** organization theory, organization, system, structure, element, management, mission, goal, strategy.*

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Foreword

Organization theory is a mandatory part of educational programs for professional training of specialists in the field of economics and management.

Organization theory is a type of management philosophy. In the process of its study, the concept of organization, its main features and properties are revealed. The laws and principles of the construction, functioning and development of organizations are considered. The classification of organizations is given. The main types and elements of organizational culture are investigated.

Recently, many textbooks and monographs have been published on management theory and, in particular, organization theory.

Most of them are based on the classical works of foreign authors. During the Soviet period, management science practically did not develop in the Russian Federation, or rather, it developed only in one direction — the state. The activities of the organization in the market have not been investigated. This led to the fact that the works of foreign authors became the basis for the study of the science of management in the post-soviet period. This trend continues to this day.

In this tutorial, in addition to the classical approaches to the study of the organization, specific issues related to the informal management structure and methods of constructing an organization taking into account profitability and commercial efficiency are considered. The possibilities of strengthening the internal structure of the organization, the factors that enable the organization to maintain competitiveness in the difficult conditions of an ever-changing environment are investigated.

This training was developed in accordance with the federal state educational standard of higher professional education. Its text was prepared on the basis of the materials of the author's course "Organization Theory", in PLEKHANOV RUSSIAN UNIVERSITY OF ECONOMICS. It largely reflects the author's interpretation of existing views on the organization and organizational processes.

Chapter 1. Theory of organization in the system of scientific knowledge

Introduction

Organization is one of the oldest public entities. In a sense, the history of civilization is the history of the development of organizations, and this history has more than one millennium. Why is this so? The fact is that all joint work is carried out precisely in organizations and its effectiveness largely depends on how these organizations are organized.

It is well known that sometimes only one change in the organizational structure or the communication system in it (not requiring significant material costs) can significantly increase the effectiveness of the organization. But for this it is necessary to know the laws and principles of the construction, functioning and development of organizations.

Understanding the laws of organization has proved to be very difficult for humanity. Dogologist and tortuous was the way to this science. Our compatriot, Alexander Alexandrovich Bogdanov (1873-1928), made a great contribution to creating the foundations of the modern theory of organization, who considered that "it is necessary to collect and harmoniously connect the disparate organizational experience of mankind - a universal organizational science is necessary." In 1912, A. Bogdanov published the first part of the book "Tectology: General Organizational Science".

1.1. Organization Theory as a Scientific Discipline

Any science has its own subject of study and defines the framework (boundaries) in which its objects are analyzed. Organization theory is no exception.

In its most general form, the theory of organization is the science of the basic laws of the life of organizations as really acting entities, the laws of its creation, functioning and development, as a complex system.

A theory is being formed on the basis of a generalization of facts, practical experience, on the basis of a deep study of the essence of phenomena and processes, the result of which is the formulation of certain laws that can be used for analytical and prognostic purposes. Thus, theory is *an intellectual tool for knowing existing and predicting the future.*

The theory of organization as an independent discipline stood out from sociology, a science that studies social structures, their elements, and social processes.

Any modern theory is a system of scientific knowledge that generalizes practical experience and reflects the essence of the phenomena studied, their necessary internal connections, the laws of functioning and development. Theory has an explanatory function. It shows what properties and connections the object of research has, what laws it obeys in its functioning and development. The emergence of a new theory is justified only when you open your own object and subject of study. The object of cognition is usually considered to be what the cognitive activity of the researcher is aimed at, subject - parties, properties, relations of the object being investigated for a specific purpose. From the theoretical and cognitive point of view, both the object and the object of cognition are single-order phenomena, they relate to the reality surrounding us and oppose the subject.

For a long time, mankind used customs, traditions, previous experience and lessons as tools of its organization. In modern conditions, this is clearly not enough. Today, the functioning of society and civilization as a whole has become so complicated, the technical power of modern civilization and the pace of its development are so great that humanity has become extremely vulnerable. The fact is that today's organization of the world community and its interaction with nature is extremely unstable. Humanity is balancing on the blade of a number of problems: environmental, social, demographic ... The price of organizational errors has risen sharply. Increasingly, there is a need to predict, develop and coordinate joint actions to solve the most acute problems. The word integration has become one of the most common in the dictionary of modern politicians.

Organizations have a different device. In general terms, one of the main characteristics of the device is *the organizational structure* - it depends on the totality of a number of factors: the goals of the organization, its strategy, the dynamics of the external environment, its size, the mechanism used to coordinate work tasks, traditions, mentality. And what is very important - from the theoretical level of understanding of these problems. Inconsistency between the type of device and the type of organizational structure of the totality of these factors is a direct path to its inefficient functioning.

Organizations, their structure are created by people. In order to effectively create, one must have knowledge of the objective laws of the functioning of organizations. Otherwise, inertia, tradition, well-established traditional patterns and patterns that do not meet the time and slowing down the progress not only the sphere of fundamental science, as mentioned above, but any other areas of government, state and municipal, dominate, prevail organization, social management, etc. Thus, the theory of organization and, in particular, the need for competent design of

organizational systems, today are objectively put forward to one of the leading places in the science and practice of management.

The concept of organization, in addition to the collective, includes the material and technical base, finances, production, the information system of support and activities of the organization. A fully automated enterprise operating without human intervention cannot be recognized as an organization. An enterprise with one person cannot be recognized as an organization either, since it is devoid of the primary component of the organization - the collective.

The methodological basis of the theory of organization is a **systematic approach**. From the point of view of this approach, organizations are complex, open, probabilistic systems with a number of properties and characteristics, without which it is impossible to effectively manage them. So, the properties of such systems are, for example, the property of emergence, conflict, adaptation, and a number of other properties, which will be discussed in the next chapters of the training manual and without which an effective manager cannot do without today. In general terms, *a systematic approach involves the consideration of the organization as an object of management in the totality of its internal relationships and the interaction of the organization with the external environment.*

One of the most difficult to understand in management is the concept of self-organization. As a rule, we present the management process as an impact on the control object of a certain subject, the controlling principle, the organizer. It is this subject that carries out goal-setting, organizes, directs and leads the organization to achieve its goals. Synergetics - the science of the self-organization of complex systems, which appeared in the 60s of the twentieth century, is studying this complex process.

Thus, we can say that the theoretical and methodological basis of the theory of organization is a system-synergetic approach, which involves the consideration of the control object in the totality of its internal relationships, the relationship of the object with the external environment, taking into account internal processes of self-organization and inverse relationships.

Object of study

The authors of various schools and directions in the theory and practice of management have different approaches to the choice of the object and subject of the organization.

So, in the teachings of F.W. Taylor, the object of organization is the organization of labor, and the subject is labor processes, labor techniques and movements, as well as working methods.

At G. Ford, the object of organization is the organization of production, and the subject is technological flows, production processes..In the classical school, the organization as a whole acts as an object, and the subject of the organization is the structures and functions of the administrative apparatus, the regulation of the content and working methods. The theory of human relations and various behavioral schools are considered as an object of organization of people, and as a subject of research - the motives of people's behavior in the organization.

In the theory of organization, the object of study is the organizational experience of the reality surrounding us. Moreover, the main tasks of cognition are to systematize this experience, to comprehend the ways of organizing nature and human activity, to explain and generalize these methods, to establish trends and patterns in their development.

Subject of study

The subject of organization theory is quite multifaceted . If we draw a “horizontal” measuring plane , then this science explores structural and procedural relationships, whereas in the "vertical" plane - organization theory studies general principles and laws of the organization, features of their manifestation at the level of a particular enterprise or institutions. In this way , subject of research in organization theory – organizational relationship, those. communication and interaction between different kind of entities and their structural components, as well as processes and actions of an organizing and disorganizing orientation, as well as the laws in force in organizational systems, the mechanisms of their manifestation and methods of use.

The variety of types of organizational relations is quite clearly revealed through the regulatory mechanisms introduced by A. Bogdanov: conjugation (the combination of elements and complexes among themselves); ingressions ("entry", the formation of a connecting intermediate link between dissimilar links in the formation of a new integrity); desingressions (“entry”, the formation of a neutralizing, destructive link in the process of disorganization of a certain integrity); chain communications (associations through common links); selection and selection, spontaneous regulatory measures; biregulation (feedback), depression and digression (neutralistic and skeletal methods of complex formation). Thus, the theory of organization is a theory of organizational relations.

1.2. History of the scientific theory of organization

Today, the concept of "system" is firmly embedded in our lives. We talk about the Stanislavsky system when we go to the theater, about the nutrition system when we want to lose weight, about the effectiveness of the public administration system, etc. Even without seriously thinking about this concept, we intuitively put in it the idea of *organization* (as opposed to *disorganization*). In real life, we strive for organization, harmony, which is opposed by chaos and disharmony.

Even in ancient times, thinkers, for example, the ancient Greek philosophers Plato and Aristotle, believed that the property of system and organization is inherent in nature itself. Aristotle essentially contains the concept of self-organization, scientifically justified only in the 60s of the 20th century.

Heraclitus

The first references, reflections on the search for principles and forms of their organization of the state are found in the works of Heraclitus (520 — 460 BC). he sought the root cause for which everything in the cosmos obeys a certain rhythm and harmonizes.

Confucius

Confucius (551 – 479 BC), developed the principles of public administration, politics, and social harmony.

Plato

Plato (427-347 BC) identifies the following types of government: monarchy, aristocracy, oligarchy, timocracy, democracy, and tyranny. Plato came to the conclusion that all types of government are unstable and are destroyed.

Aristotle

Aristotle (384 - 322 BC) devoted his fundamental work "Politics" to the issues of governance, in which he examines the main categories of public administration.

Machiavelli

Niccolo Machiavelli (1469 – 1527) created a new science - political science-based on a detailed study of human needs. Long before A. Maslow, D. McClelland, F. Herzberg, K. Alderfer and other authors of motivation theories, he formulated the basic needs that drive a person – the desire for wealth, power and freedom.

Taylor

The first task, optimizing the horizontal division of labor, was the focus of the Frederick W. Taylor school of scientific management.

Taylor believed that the main problem in enterprises is inefficient personnel management. In the 19th century, American managers used authoritarian management methods and forced workers to work. Entrepreneurs and workers were at war at that time: workers were fighting for high time – based pay and good working conditions, and entrepreneurs were fighting for their staff costs to be no higher than those of their competitors. This resulted in frequent strikes and violent confrontations in resolving labor disputes.

Bogdanov

Issues of the functioning of the organization were the subject of study in the work of A. Bogdanov "Tectology: (General Organizational Science)." The main idea of tectology is the unity of the structure and development of the most diverse systems - "complexes", regardless of what exactly they consist of. These are systems of all levels of organization - from molecular, atomic to biological and social. The laws of organizing systems, argued A. Bogdanov, are the same for any objects. "An organized whole is actually practically more than a simple sum of its parts, not because new activities were created from it, but because its present activities are combined more successfully than opposing resistance. Our world is in general a world of differences. " Organization "according to A. Bogdanov is a spontaneous unconscious ordering of the evolutionary processes of the dynamics of the objective world and, in particular, wildlife, while organization is a conscious intelligent process of artificial ordering and transformation of the objective world by man. Disorganizational activity is a special case of organizational activity. "If society, classes, groups destructively collide, disorganizing each other, it is precisely because each collective seeks to organize the

world and humanity for themselves, in their own way. This is the result of the separateness, isolation of the organizing forces, the result of the fact that their unity has not yet been achieved, their general harmonious organization. This is a struggle of organizational forms. ”

Fayol

The principles of organizing the vertical division of labor, only outlined by Frederick W. Taylor, were developed in the works of Henri Fayol (1841-1925), deservedly considered the "father" of modern management. The ideas of him and his followers were called the classical or administrative school of management.

H. Fayol created a universal theory of organization management, suitable for use in any branch of the economy, the object of study of which was the highest level of management, unlike F. Taylor, who studied the grassroots level - the relationship of managers with workers.

The merit of Henri Fayol consists, first of all, in highlighting the basic functions, as well as in formulating universal principles of management, on which management theorists and practitioners continue to rely today.

Weber

The culmination of the regulatory approach to management is the "model of rational bureaucracy" by Max Weber (1864 - 1920).

1. Formulated the concept of bureaucratization as the most effective and rational way of organizing public administration (“Economics and Society”, 1925);

2. Defined three types of power: charismatic, rationally legal (legislative) and based on coercion;

3. Revealed the main characteristics of bureaucratic management.

The performance of the functions of each position in the hierarchical structure of the organization was regulated by Weber using job descriptions. The organization thanks to this was likened to a large, perfectly tuned clockwork.

Mayo

At the turn of the 20s-30s, a group of American researchers led by Elton Mayo (1880 -1949) during the Hawthorne studies laid the Foundation of modern management, based on the two-way relationship of the subject and object of management.

Maslow

Maslow's theory of motivation was the most important part of humanistic psychology. He wrote that motivational processes are at the core of humanistic personality theory and described man as a "willing being" who rarely reaches a state of complete satisfaction. The complete absence of desires and needs, if possible, is extremely short-lived.

McClelland

David McClelland (1917 - 1998) believed that Maslow's classification of needs was incomplete, and he supplemented it by introducing the concepts of four basic needs: power, success, belonging, and avoidance.

Hertzberg

Frederick Hertzberg (1923 - 2000) identified two types of motivation – to ensure loyalty and results. He believed that employees should be motivated both for their desire to work in the organization and for achieving maximum results. F. Hertzberg's two-factor theory of motivation distinguishes two types of motivation factors – hygienic and motivational. On the basis of the two-factor theory of motivation F. Herzberg developed and implemented a program of "Enrichment work".

Shannon

Claude Elwood Shannon made a great contribution to the development of Cybernetics and the study of information transfer problems in the 60s.

He is the founder of information theory, which has found application in modern high-tech communication systems.

Prigozhin

In the 60s, thanks to the work of a Belgian scientist of Russian origin, Ilya Romanovich Prigozhin, synergetics-the science of self – organization-emerged. Prigogine's main works were devoted to non-equilibrium thermodynamics and statistical mechanics of irreversible processes.

System approach

The system approach to management is based on the fact that every organization is a system consisting of interrelated elements that are focused on achieving certain goals in a changing environment. System analysis as a method of implementing a system approach is a set of methodological tools used to prepare and justify solutions to complex problems.

Representatives of the direction: P. Drucker, R. Akoff, W. Ashby, T. Peters, R. Waterman, R. Pascal, E. Athos, A. Bogdanov.

Process approach

Process approach considers management as a continuous series of interrelated managerial functions and connecting processes.

Main representatives are H.Fayol, M.H.Mescon, M.Hammer, J.Champi etc. The foundations of the process approach were laid by H.Fayol. He was the first to consider management as a process, and formulated the main functions of management. However, some functions were considered by him as independent from other management functions.

Situational approach / Situational leadership

According to the situational approach, the suitability of various managerial methods is determined by the specific situation. The most effective method in a particular situation is the method that best fits this situation. The task is to find and implement this method. Representatives: T. Burns, G. Stalker.

Main principles of process approach:

- Manager needs to know methods of individual and group management, system analysis, planning, controlling as well as quantitative methods of decision making
- Manager must be able to predict most likely consequences of applying particular methodology or concept.

Organization models

There is no single model of a well-organized organization. Organization theory should be considered as a set of successive, competing, or co-existing organizational theories.

In organizational theory there are four types of models reflecting evolution of theoretical concepts that define the essence of the organization, a role and dominating functions of management, as well as the criteria used to evaluate the effectiveness of their activities.

The theoretical foundations of building and forming organizations as part of a general science of management were developed at the intersection of different branches of knowledge - management, sociology, anthropology, psychology, social psychology, economic science, and jurisprudence.

Changes in the objective conditions for the formation of organizations, characteristic of the outgoing century, have contributed a lot to the development of views, scientific concepts, and managerial practice. The growth of industrial organizations, the separation of management from property, the development of exact sciences and human sciences served as the basis for developing a scientific approach to organizations, principles and methods of managing them. This brought to life many scientific ideas and schools about the patterns of development of organizations, about their main features and incentives for functioning - formal and informal, about human relationships, about social systems, about the separation of functions and responsibilities, about decision theory, about the mathematical apparatus of management processes .

Today, researchers are focusing on the consequences that the scientific and technological revolution caused in the theory of organizational management, as well as the inverse effect of this theory on scientific and technological revolution, and the widespread adoption of digital technologies.

The most clearly the problems of the sociology of labor organizations in our country have been developed in such a direction of research as the social organization of the enterprise. On the development of this direction the work of researchers led by N.I. Lapin. He defined the social organization of the enterprise as a system of "social groups and the relationships between them."

A social group acts as a structural element linking the employee with the team and society. The main types of groups: target, socio-psychological, macrosocial. Lapin points to the relationship of human and social components in an organization.

In the 80s, another important aspect appeared in this direction - material support for participation. The problem of the material conditions for the participation of workers in management was first posed in our literature in the book of J.T. Toshchenko "Social infrastructure. The essence and ways of development." He identified several groups of material

(premises, inventory, equipment) elements used in this area: creating conditions for participation in the management of the state, production, for mass social and political events, etc.

A number of problems in the sociology of organizations were analyzed and partially solved in line with social planning at enterprises. This included such problems as the participation of employees in management, ways to combine the interests of the employee with the goals of organizations, and then the interests of society, etc. The most prominent representatives of this direction are: N.I. Lapin, E.M. Korzhaev, J.T.Toshchenko. Then came the special monograph *Sociology of Organizations* by A. I. Prigogine (1980).

In recent years, a new tendency has been growing in the systemic construction of an organization that has not yet received its final sociological expression. Management involves the multiplicity of goals in the organization, the independence of its employees, the autonomy of groups, etc. At the same time, the targeted effect remains at a certain boundary in the expectation that, within a certain framework, self-organization will work more efficiently. The practical implementation of these ideas in Western countries and the United States went much further than the theoretical development of the issue.

Nevertheless, in Russia, studies of these problems were left aside. So, to recoup this gap in the works of V.V. Velikorossov: "Improving the management of energy enterprises: methodology and principles" (1999), "Research and development of energy-saving measures at existing block TPPs (using the Kostroma TPP as an example)" (1999), "Creation of regional energy companies as a way to increase the efficiency of the electric power industry" (1999), the issues of building an organization, setting goals and principles for assessing its activities, increasing the survivability of an organization during a period of economic transformation are considered. The problems of developing corporate governance, highlighting the organization's activities as the goal setting, are devoted to its work "The Formation of Corporate Governance in Russia" (2001), "Principles and regularities of the formation of corporate structures in the modern market economy" (2019), "Improving the financial and business management system Kostroma State District Power Plant OJSC (1999), "Optimization of the energy intensity of economic development" (1993), "The concept of improving the management of the electric power industry based on regional nergeticheskikh companies (methodology and principles) "(2000)," Quality of life: problems of evaluation "(2019).

Current socio-economic problems - a worrying international situation, toughening global competition, the emergence of a global managerial class, the growth of excessive inequality, the growth of instability, the authoritative world experts predicted an impending new economic crisis (all these negative phenomena are denoted by the term “turbulence” common in the West) threaten social and economic security of the development of organizations.

The complex of ongoing changes is much wider and deeper than the range of phenomena that the classical theory of organizations is studying. Real progress in managing an organization depends not only on expanding vital choices and the organization’s ability to survive in a crisis and feel safe. It also depends on how reliable the achievements are and whether there are sufficient conditions for the sustainable development of the organization. Assessment of progress in the socio-economic development of the organization is incomplete without analysis and evaluation of the management of the organization in the face of uncertainty and shocks.

Scientists have recently turned to the study of problems of resilience in a practical sense. Norman Garmesi, a professor at the University of Minnesota in Minneapolis, is considered to be the founder of the study. A significant contribution to the development of these problems was made by Yossi Sheffi, the professor of engineering systems at the Massachusetts Institute of Technology, with the active participation of which a number of successfully operating companies with high viability were created. The defining issue of his research is to increase the reliability of the supply chain as the most important factor in competitive advantage. A significant contribution to the theory of resilience was made by the Austrian psychiatrist V. Frankl.

A significant contribution to the development of the theory of organization was made by S.A. Filin and A.Zh.Yakushev They continued their development in Modeling Innovative Potential According to Statistical Theory of Knowledge (2019), Statistical Theory of Knowledge as Instrument of Management of Innovative Potential of a Scientist (2019), 2 Methodology of Assessment of Knowledge Capital (2011). Statistical theory of knowledge nowadays helps to define and understand the categories of “knowledge capital” and the concept of “knowledge capital management”, reveals the relationship of knowledge capital management and strategic organization management.

However, the implementation in practice of social methods of organizational planning and design, development and implementation of management decisions meets great difficulties. For example, distrust of managers, especially with a great experience in administrative activities; the

absence, in contrast to a number of foreign countries, of the established tradition of close cooperation between sociologists and managers, managers, and organizers of production; there is a noticeable disunity between Russian and foreign experts in the field of sociology of organizations and management.

Over the past five to seven years, some of these problems have been gradually resolved, but this process is taking place extremely slowly, and this is largely due to the difficulties in carrying out economic and political reforms in our country.

The growing importance of the problem of resilience is evidenced by the fact that in the West special research organizations are engaged in its study. The University of California has a Survival Institute, a psychoanalytic society and an institute in Boston and others. Investigating the problem of the survival of an individual in a stressful situation, scientists draw general conclusions regarding the viability of organizations and systems in general.

In Russia, the development of prof. I. Chernyavsky, who formed the concept of resilience of the organization and approaches to its management in the current conditions.

Of interest are studies conducted at the University of Vytautas the Great (Lithuania), led by Professor Giedrius Ucevicus, devoted to the problems of managing organizations in the face of uncertainty. The role of uncertainty as a factor in the management crisis in the organization is emphasized, ways to counter the challenges of uncertainty and to overcome enterprises from a critical situation are proposed.

Studies of personality conflicts in the work collective are devoted to the research of O. Shcherbakova. In order to study the development of the conflictological personality culture of a specialist, she proposed a methodology that includes 4 main components of CCL: a conflictological culture of thinking (CCM), a conflictological culture of feelings (CCC), a conflict culture of behavior (CCC) and a conflict culture of communication (CCC). These components can be at different levels of development: high, medium, low. It is possible to talk about the formation of a conflictological personality culture only if all components are only at a high level of their formation.

In our opinion, the actual psychological conditions and personality traits, unlike social and professional ones, today are clearly not fully taken into account in the practice of considering the requirements for the basic qualities of the head of an organization. They affect the creation of a favorable psychological microclimate, psychological factors of activity in the organization. It is important to create an objective opportunity to

increase QCL in the process of accumulating the manager's professional experience. A wide range of existing problems in management in making managerial decisions, starting from decision-making models, methods for developing and making managerial decisions, analyzing decision-making features in various organizational cultures, ending with the development and selection of risk management techniques for making decisions in crisis situations, was considered in the work "Methods of making managerial decisions" The fundamental difference is the reliance on interdisciplinary communications, in particular on psychological research in management, much attention is paid to the study of behavioral factors in human resource management, psychological analysis of professional activity of various categories of workers and management decisions. In modern conditions, the importance of the factor of viability of the organization, enterprise. This is due, first of all, to the increasing dependence of business on the changing external environment, which is becoming more and more unpredictable and unexpected, so colorful, convincing and talented displayed by Nassim Taleb in the famous bestseller Black Swan. Unpredictability requires innovative management decisions. In such situations, companies are forced to act contrary to generally accepted rules and look for innovative solutions and hidden reserves to overcome the crisis. Resilience management becomes the main link in the organization's management system in the face of uncertainty and upheaval.

Recent publications that summarize the world experience in management, management, and organizational development provide good theoretical and methodological material for practical sociologists, but it is impossible to use it in a "pure" form without taking into account Russian specifics. Therefore, despite the growing attention to the problems of the sociology of organizations, there continues to be a need for its theoretical and applied study.

1.3. Organization theory and related subjects

When determining the place of organization theory in the system of modern knowledge, it should be noted that the development of any science is characterized by two processes: differentiation and integration of knowledge.

Differentiation is the search for your niche (your research object) for in-depth research.

Integration is based on the desire to explore the problem from different sides, to form priorities for the influence of a particular factor on the situation as a whole.

The beginning of the scientific formation of organizational thought in society is considered to be the period associated with the life and work of the ancient Greek philosopher Plato (427 – 347 BC). In Plato's classic works "the State", "Laws", "Politics" laid the foundations not only of philosophy, but also of the organization of state and law.

Historically, it is possible to trace the evolution of theoretical concepts that define the essence of organizations themselves, the role and the main criteria used to evaluate the activities of various organizational structures.

Historically, having been born together with A.Bogdanov's "Tectology" as a methodological discipline and having given an impetus to the development of systems theory, synergetics, Cybernetics, systemology and a number of other disciplines, the theory of organization is now fixed in the block of management disciplines as a discipline of special management. These theories appeared together with A.Bogdanov's tectology, but also independently of it.

The external environment of the organization is the focus of strategic management, crisis management, investment management, management decisions making, risk management, environmental management and management of public relations. Particular types of relationships are considered in communication management, financial management, innovation management, quality management, information management, etc. It is clear that in some cases, there is intersection in the focus areas of these disciplines.

In addition, there is a number of disciplines that are connected with the management process, with its analysis: these disciplines are studying of management systems, management consulting, organizational consulting, etc.

Organization theory is also associated with a variety of human sciences such as history, philosophy, economics, law, sociology, psychology, etc. The sciences, which are the closest to the organization theory sciences (in terms of the content and the subject of the study), are cybernetics, general systems theory, management theory and synergetics.