Summary

Subject matter: The effective work of the head of an organization (on the example of the Committee for legislation and state construction of KBR Parliament).

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Topicality of the research: The effective work of the head of an organization depends on their abilities (the individual traits of character whose total combination conditions the success of the executive of a certain activity). The head should be the leader capable of rallying around them a team of like-minded people, leadership in its turn acts as an infrequent phenomenon as the quintessence of management relationships in the XXIst century and in the third millennium.

Objective of the research: is the development of recommendations on the improvement of the effectiveness of the work of the head of an organization (on the example of the chair person of the KBR committee).

Tasks:

-to examine the meaning and content of the work of the head of an organization;

-to determine the methods of the evaluation of the effectiveness of the work of the head of an organization;

-to designate the specific features of management work in the sphere of public service;

-to give a general description of the work of KBR Parliament;

-to analyze the effectiveness of the head’s work (on the example of the Committee for legislation and state development);

-to offer practical recommendations on the improvement of the effectiveness of the work of the head of an organization.
Theoretical significance of the research is the systematization and generalization of the theoretical material on the subject matter of the research, the verification of the key notions and the formation of the conclusions.

Practical significance of the research is that some of the principles of the graduation qualification paper can be used to improve the effectiveness of the work of the head of KBR Parliament, and also of other public organizations.

Results of the research: The chairperson of the Committee underwent the test that classified him as a “Fighter on his own”. This type doesn’t know how to delegate responsibilities, is ready to take risks for the sake of their work and also needs the improvement of their communication skills with “difficult” subordinates. For the purpose of the research we applied the SMART-evaluation method to find out to the degree of the head’s ability to achieve the goals set. We conducted an interview in the course of which it turned out that the chairperson was not completely satisfied with the results of his work as he considered that he was capable of coping with a with greater amount of target tasks.

Recommendations:
- it is needed to eliminate the barrier between the head and “difficult” employees;
- to use a step-by-step instruction on “how to learn to delegate responsibilities” which will be undoubtedly useful for the mechanism of work;
- the Chairperson should learn to trust the employee as a specialist and in so doing to develop the employees’ responsibility;

These recommendations will help the head cope with the barriers in the communication chain a “difficult” amount of work which will help not only support but also improve the effectiveness of the committee Chairperson’s work.