SUMMARY

**Subject matter:** Direction of managers’ business career of the modern organization.

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**Information about customer organization:** “Pyatigorskteploservice, Ltd.”

**Topicality of the research:** is conducted by:

- First, increasing the need to prepare highly qualified management personnel for modern Russian organizations being able to output the organization on the development;
- Second, the contradiction between the well elaborated theory of direction of manager’s business career and practice in modern organizations far from the perfectness;
- Third, besides the development of theoretical problems of the research topic, concrete guidelines for direction of manager’s career brought to the models and turn-based algorithms are necessary.

**Objective of the research:** The objective of the research is the development of algorithm of direction of manager’s business career in the “Pyatigorskteploservice, Ltd.”.

**Tasks of the research:**

- Research of the spirit and content of the concepts “career of manager”, “direction of manager’s career”;
- Study of career species and motives of professional advancement;
- Identification of methods and mechanisms of direction of manager’s business career;
- Description of company’s activity the “Pyatigorskteploservice, Ltd.”, its personnel policy and personnel management system;
- Analysis of practice of direction of managers’ business career in the
Creating the algorithm of direction of managers’ business career in the “Pyatigorskteploservice, Ltd.”.

**Theoretical and practical significance:** Basic theoretical and practical results of this study contribute to a better understanding of the nature and mechanisms of direction of manager’s business career, finding the best models of management activity in modern organizations. Results of the qualification study could be applied in the further development of issues of direction of managers’ business career in organizations.

Algorithm of direction of manager’s business career designed for the “Pyatigorskteploservice, Ltd.” is universal and can be used in any commercial organizations in modern Russia.

**Results of the research:** The main reasons for poor direction of managers’ career in the organization are:

- lack of a clear policy in the career development of staff, the subjective approach in evaluating the prospective staff;
- lack of specialized knowledge and skills in the field of career planning and implementation of these plans;
- lack of scientifically-based methodologies and algorithms for identifying needs for development and evaluation of development effectiveness;
- not worked out the mechanism of interaction between subjects and objects of a career path.

**Recommendations:**

- to optimize the system of organization’s personnel management in accordance with the objectives of the present day;
- to relate to the direction of managers’ career as to an important function in personnel management being closely related to other functions of personnel management;
- to have a clear career development plan for each manager and proven technology for its implementation;
- to establish direct cooperation of all subjects and objects of the process of career;
- to send for a modern training on career development of personnel the manager of the personnel department of enterprise.

Algorithm of direction of managers’ business career in the “Pyatigorskteploservice, Ltd.”:

- Assessment of the employee potential (the identification of the development prospects of the organization and career opportunities).
- Planning of individual career development (includes training "Professional and personal growth", collective and individual consultations on IPR reservists).
- Implementation of career development plan.
- Monitoring the implementation of career advancement and if necessary its correction.

Advantages of using the algorithm:

- the decrease of subjectivity;
- the development of the best employees becomes not spontaneous but organized and focused;
- the goals and interests of the organization and staff are agreed;
- an employee receives feedback on the development of professional competence;
- the motivation of prospective employees to work effectively in the organization is enhanced.