

ПОЗА РУБРИКАМИ

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PRIORITIES OF INNOVATIVE DEVELOPMENT OF THE PROFESSIONAL MANAGEMENT SYSTEM IN UKRAINE

In the article some basic problems of innovative dynamics of Ukrainian management system development are reviewed. There were analyzed the basic elements of the structure of management system, the interaction of processes of management science and practice, the key problems of managerial professionalization. Some upgrading approaches of managerial activity professionalization in Ukraine were proposed.

Key words: management system, managerial decision, managerial team, interaction of the management science and practice, economic methods.

Problem statement. Nowadays management is one of the most important elements of the socio-economic system development. Managerial component, its effectiveness and structural quality are determining factors of economics and society strategic development. Responsibility, conferred on the modern managers, supposes their high-level vocational training and occurrence of innovative improvement mechanisms of their professional competencies. It is necessary to note, that nowadays in the postindustrial and innovative age of the society development manager's empiric experience is deficient. Yet significant role of the practical experience in the managerial effective activity is not rejected, but it determines the appraisal criterion of the practical experience value formation necessity. First of all, it is important to consider the organization competitiveness development, investment and innovative politics positions and approaches. Certainly, modern managerial activity level and its effectiveness criterion are determined by economic, scientific and educational development level of the society and state. Management is a part of the culture; it is influenced by national and international business traditions. It is impossible to transfer management from one cultural circumstance to the other without appropriate adaptation and herewith not to lose its socio-economic resultiveness. Thus, managerial activity quality is the result of the social, economic, cultural and historical society development.

Analysis of researches and publications. Considerable attention to the development of the theory of justification of legal norms is paid by many scholars. Among them: P. Drucker, S. Berkun, V. Kanke, A. Prigodgin, etc.)

Paper purpose. The purpose of the article is to review some basic problems of innovative dynamics of Ukrainian management system development, to analyze the basic elements of the structure of management system, the interaction of processes of management science and practice, the key problems of managerial professionalization, to propose some upgrading approaches of managerial activity professionalization in Ukraine.

Paper main body. *Basic problems of management development.* Nowadays historical and managerial analysis of the management professional system formation much signifies for the future management development specificity understanding. These researches have scientific and practical value, as they form integral and systemic view of the management professionalization processes by historical development principles.

It is difficult to talk about management, if there are not any definite and close definitions. Some management definitions are added up to the main activities areas enumeration and that's why they are overall, but not completed. There is always a wish to add something. It is evident that the definition is inaccurate, that leads to false ways of the management investigation. Therefore, general management conception determination in its logic interaction of science, analytics and practice is the most important managerial task. Peter Drucker, who is one of the most authoritative management researches in the XX century, has proposed the main management priorities (table 1).

Table 1

Basic management priorities by Peter Drucker [3, p. 28–30]

Management concerns only human.
Management is inseparable from the society culture.
Company is unsuccessful, if its employees do not have the common goal and values.
Management has to give an opportunity for the companies' and its employees' development.
Companies' activity must be based on data exchange and individual responsibilities.
Economic indices (i.e. final results) could not be viewed per se as the appropriate measure of enterprise's and management effectiveness.
Enterprise's activity real results appear only out of it.

Historical and managerial analysis structural logic supposes management identification in the socio-economic and business society activity system investigation. In turn, it points at the systemic management categories research necessity. Historical management backgrounds and their modern development dynamics are the main conditions of the management system formation understanding (table 2). These problems investigation gives opportunity to judge about the categories of management and its researches, objective management history and its main scientific schools, managerial process and management system basic elements and binding processes.

Table 2

Management system formation historical backgrounds

Market business mechanism formation
Industrial mode of production formation and development
Economics corporatisation and share capital systems expansion
Formation of the intellectual capital competitiveness system and managerial capital reproduction conditions

Management functions, methods and structure formation and development problems are the basis of the historical and managerial analysis. Thus, they are roots of management. These basic management elements have to be systemic, whereas separately each element is necessary, but not all that enough for the general management effectiveness. That's why the basic management elements investigation must be added by binding processes, which form and develop management as a systemic socio-economic phenomenon of the modern society. Thus, management researches suppose minute examination of functions, methods, structure and binding processes in their retrospective review.

Management research lasts during the entire managerial career. Naturally, professional management study must be structured and have stepwise filling with certain goals and tasks fixation. It is wrong to consider, that management basis study is the final stage of management learning. Management fundamental positions learning acts as the preparation process to the further management investigation on the advanced level and in the different specialization forms. So the accurate study of the fundamental management positions defines the managers' professional growth quality to the perspective. But also it is very important fundamental management knowledge content to have the scientific and practical conclusive conceptual basis and certain innovative development dynamics.

Nowadays we live in a new post-modernist human and society development age. We try to find their new possible interaction variants during the all spheres and directions of the professional activities innovative development. The managerial activity, which must be at the new level appropriate to the enterprise's competitiveness formation, has particular value. Mostly, we try to bind managerial professional activity development with old and new rational technologies and analytical methods. But this process does not correspond with a new level of the relevant companies' system effectiveness problems and tasks. There are many professional, educational and scientific business books, a lot of scientific works exist, and many specialists in management of the different specialization and training level continue universities. But there is a question: «Does this activity corresponds with new tasks and professional capacities level?» We think there are many problems called for systemic decisions. Especially it concerns the scientific and research basis innovative development of professional management system effective forms finding. Management investigations priorities must be given to the problems of human and managerial capital formation and development, especially to the enterprise's competitive intellectual capital.

The objective necessity of the enterprise's intellectual capital systemic formation and qualitative development becomes more important in the conditions of the innovative ways of economics' development and these processes maintenance by the effective managerial mechanisms search [4, p. 308]. The intellectual capital category is characterized by the knowledge conversion into the worth. But we have to admit that knowledge conversion process from the impalpable assets to the enterprise's competitive advantages was always the managerial problem of the new development quality. Nevertheless, the factor of enterprise's human capital intellectual and vocational capacities use is the most important market competitive factors in the modern conditions of effective management system development. Intellectual and professional quality of enterprise's human capital is the activity result and the management efficiency index. We will consider some features of intellectual capital from the management professional system point of view.

Intellectual capital must be structured. It has three main forms; they are human, organizational and consumer's capital. It is necessary to note, that intellectual capital effectiveness is determined by its structural accordance and effective functioning in all three forms. The main task of the modern management activity is ratio, correspondence and taxonomy parameters, formation and development dynamics of the enumerated intellectual capital forms finding. So, the management professional capacities specificity is considerably adjusted. The management subject-object interaction exceptionally between people becomes the basic and determinative conception of modern managerial paradigm.

The important condition of the intellectual capital managerial analysis is the terminological adjusting of such categories as intangible assets and intellectual property. Certainly, these categories are related, but they could not be used as convertible terms in the scientific analysis system. First of all, not all intellectual capital elements are intangible assets. For example, employees' unmodified knowledge (business features, qualification, vocational and human labour abilities) is the part of intellectual capital, but they are not intangible assets and could not be enterprise's intellectual property. Secondly, not all intangible assets are the enterprise's intellectual property objects. For example, managerial skills and leadership qualities could not be alienated from their carrier. And in that way is the enterprise's managerial staff personification is realized. Besides, not all technologies and methods of work could be licensed. Therefore, differentiation of the categories bound with enterprise's intellectual capital analysis is its primary quality basis and it characterizes managerial activity realization forms in modern conditions.

Such a category as managerial capital is one of the main characteristic of the intellectual capital managerial analysis. Undoubtedly, it is the most proactive and dynamic human capital part that is in constant and systemic professional development and is the driving force of the human capital's qualities enhancement [1, p. 187–195]. It is necessary to note, that organizational capital quality is determined by the managerial staff quality and their professional capacities and is the result of enterprise's management system activity.

So, we have to admit, that the leading element of the intellectual capital formation and development is the enterprise's management system.

Enterprise's intellectual capital formation is the systemic phenomenon. We need the adjusted and weighed managerial activity based on the fundamental innovations. Fundamental innovation analysis in management is possible only in the cases of management scientific research basis systemic formation and structured development. The empiric development ways are not the basic for the managerial staff enhancement. Empiric management development in the innovative economic conditions is archaic, as we need scientifically worked up methods and technologies of managerial activity realization. Management is a sphere of specific professional activity and scientific investigations. Enterprise's intellectual capital development necessity supposes systemic use of innovative economic, sociologic and psychological methods. The complex systems of personnel motivation is the particularly important object in management development. So we can say that motivation is the central part of management. We could not expect positive results, if the motivation mechanisms work negatively at all units and stages of the managerial process.

The requirement of intellectual capital adaptive forms effective development is the managerial staffs' professional training and education system. The character of innovative development supposes that management initiates all enterprise's employees' qualitative and innovative training. Especially, the expert appraisal of educational and professional training programs is needed. Education expertise must have two main components; they are appraisal by business sphere and by management science.

The essential problem of modern development is the management development level as the vocational system of knowledge and structural practical capacities. Particularly, management system contains necessary and professional activity sufficient level of economists, engineers, psychologists, lawyers, financiers and other specialists, which are equipped in the enterprise's professional and productive sphere. Management activity is determined by the managerial decisions effectiveness. Other specialists are called to create valuable data bank for the managerial decision making processes. Crisis appears when management does not cope with leading squad role, its decisions do not correspond with professionalism and capacities, motivation mechanisms do not work, that are the basis of strategic growth and progress. Company must be the single organism, where all kinds of resources are effectively engaged and integrally reproduced. Management priority is the human capital structural and functional quality. Particularly, the systematic managerial activities lead company to success. The main features of the human capital structural and functional quality are the following: sufficient and necessary human resources allocation in companies' structural and functional departments; adequate quality of enterprise's human resources functional education and professional capacities; adequate enterprise's personnel professional activity providing with resources; enterprise's staff rotation mechanism; professional education dynamics and flexibility from personnel responsibilities structural and functional changes position.

We have to note that enterprise's management system determines the quality of its development, responds for its market position and resultiveness, provides personnel motivation mechanisms.

Nowadays the main particularly deficit resource is managerial staffs' professional capacity. Hereat, the major part of managers say that they are the high-level professionals. But the society skeptically regards about their resultiveness, and so we have the problem of socially significant management idea humiliation and discredit. Management obligatory must have positive and socially significant result at the enterprise's level, as well as at the society level. In most cases we observe among the managers doubtful viewpoint about their professional abilities that we can name as professional position fullness syndrome. Managers think that they are specialists of the wide profile and they could occupy every managerial position. It is very negative tendency of the modern managerial practice development. *Mass entry of talentless managers to the managerial process is an example of managerial perception backwardness, which particularly characterizes lack of socio-economic relations development in society.* But it is only the one part of problem.

The second part of problem is bound with secondary of management science and those sciences related to it (economics, sociology, psychology). We mean that scientific knowledge is secondary to the existent practice. *Enough quantity of expert community members do not have conceptual viewpoint about the Ukrainian management system development, but what is worse that they do not want to have it, since they do not get accustomed to decide managerial problems and professionally specialize managerial activity.* In the XXI century when we are talking about the innovative economics development necessity, human resources professional capacities significance, «science — education — practice» system development, such approaches are wasteful and lead to waste of motivation to the progressive development in the society.

But the determining problem in Ukraine is the situation, when *there is not concord and understanding between acting politics, political parties and society for a long time.* Socio-economic country development problems are generated by the lack of managerial staff's professional capacity, especially in the government authority system. The well-known statement, that politics is the art of a compromise, could not be realized when everybody defends his own interests and hereat they do not have real professional and managerial content [10, p. 330–333]. Constant and long discussion without finding and realization of the positive innovative managerial mechanisms is not a democracy, it look likes as democratic development profanation.

Nevertheless, we lose time for historical development because of lack of management system development and sometimes because of absolute managerial staffs' ignorance. So we need to undertake measures of our society development difficult situation changing. The important role belongs to the management science that has to create Ukrainian economics innovative mechanisms and its integration to the world socio-economic space.

Modern education is the product of science development. Scientific systemic knowledge creates innovation that management realizes. Full innovative

cycle investment and managerial maintenance is the most important task of modern development. But the essential requirement is the novelty presence proposed by modern science, especially fundamental cycle.

Science and practice interaction mechanism. Taking into account the societies' demand for the movement to the innovation economics and knowledge management formation mechanisms it is necessary to concentrate management researchers' attention at the process of management science and practice cooperation with the qualitative stages of this development defining. Herein the most important question is the innovative cycle analysis. It should be noted some features defining the essence of this problem. They are following:

1. The process of management science and practice cooperation is multivendor and has qualitative stages of development. The process fundamental logical scheme of management science and practice is following: «isolation — cooptation — integration — organic synthesis». It should be noted that each stage is characterized both by the management scientific and practical development level as well as their certain cooperation mechanism. Each stage characteristics are necessary for the management professional system formation and development objectivity and its efficiency understanding. The process moves in such way that the first accidental and chaotic relations outgrow into the relations having integrative feature. Further the organic synthesis stage qualitative conditions are gradually formed. The practice becomes the continuation of the science and per contra.

2. Management science and practice cooperation mechanism formation process is defined by the analytical companies' activity. They are also called consulting structures. Consulting has its specific sphere of activity, namely it implements the searched scientific innovation management technologies into the practical managerial activity. Gradually consulting outgrows from the progress initiator into the active equity holder of the different innovative projects. Naturally, such state of affairs obliges consulting companies to create the high-qualitative goodwill owing to the professional capacity of the experts, consultants and other specialists and the consulting companies' management by itself.

3. The professional system of management is the innovation management research object. First of all, it supposes the basic management components development, particularly functions and functional technologies, methods and management tools, structure and organizational design and also modern communications channels. The innovation management investigation subject is the organizational human capital, literally technologies of the movement to the functional human capital which is the base of the goodwill's quality and the main competitive factor in the postindustrial society. Structural and functional capital defines the company as an organizational unity. Positive dynamics, a necessary rotation, competences levels, powers division specificity and an adequate resources provision are the structural and functional capital features. And it is the company's management efficient work result by itself.

4. It is necessary to define the difference between two similar at the first sight categories such as «innovation» and «novelty» with the purpose of the

researched events' essence clarification. Herewith, we need to draw the lines of these categories investment component with signing the terminal efficiency effect as the main management index. De facto novelty as the fundamental, analytical and practical investigations certain modeled result is formed in the form of the discoveries, inventions, managerial, financial and production know-how, marketing research results. But it is the intermediate result from the management efficiency point of view, after all it is important to implement the novelty, to transform it into the innovation form, that means to complete the innovative activity, to obtain the positive result and provide the innovation diffusion mechanism functioning. From these points the investment into the process of the novelty appearance does not provides the final result. It is necessary to invest the novelty implementation process. Therefore, management is called to provide the innovative progress fullness from the quality and investments completeness perspectives. When we are talking about innovation management the intermediate stages effectiveness is very important, but it is not sufficient for the final result obtaining. Herein, the organizational structural and functional capital sufficient and necessary quality is the final result. Naturally, this result does not have and is not able to have exact quantitative measurement, but in the moment's fixation conditions, i.e. the companies' market value defining, the goodwill's value (including the human capital) needs to have the absolutely particular qualitative index.

5. Management science and practice cooperation realization process progress consists in the conditions creation and transfer to the higher stages of «integration» and «organic synthesis». These stages objectively form movement to the innovative economics socio-economic conditions. The significant progress both of the management science and practice separately takes place in the social terms, as well as their cooperation mechanisms. But the thesis of the management science and practice development certainly in their interaction is priority. Naturally, in the conditions of the developed stages of integration and organic synthesis passing of first ones (isolation and cooptation) is enough shorter.

Management team functional activity. The modern conditions of all social spheres development suppose professionals' effective activity. All difficult problems could be decided in that case, when the professional teams are used. Each team member is the specialist in the certain activity sphere. Team leader is the different specialists' work coordinator, they consider problem solving process integrally, systematically and with innovative component. The core of the modern professional activity is the management team, which has to provide posed goals achievement quality, system and resultiveness [8, p. 120–126]. Management team structure and the practical staff filling process must be specialized in the certain way. We suppose managerial process specialization. Modern professional activity quality supposes a certain universality of knowledge and skills, but herewith special skills and knowledge are determinative. Professional knows and can do a lot, but he must do something better than others. Such an approach creates conditions for the qualitative managerial activity enhancement and its systematic innovative changes necessity. Thus,

professional capacities enhancement in management is possible only on the basis of managerial activity specialization development. Such specialization forms in management do not raise doubts both from science, as from management practice (for example, managerial staff dividing to the top, medium and low levels or line and functional ones). However, the harmony between management science and practice practically ends. Further deepening of management forms and levels in management has enough controversial character. Such a position creates barriers for the further management development in the sphere, analytics and practice.

Nowadays management is considered by means of its functions. That's why its primary specialization is occurred at the functions level. Each function has its own specified sphere of managerial activity. Herewith inner variant of functions classification determines approaches to management functional technologies allocation.

The position about administrative management functional specialization is especially disputable. The administrative management functions main feature consists in their orientation to the companies' line services activity. Particularly, line managerial staff must specialize at the companies' managerial process administration, innovative administrative functions development innovative mechanism formation at the management levels (vertical part) and functional services (horizontal part). Of course, managerial process should not be considered as the firmly activity specializes system. So, line manager of any level has his own companies' strategic viewpoint, determines innovative approaches to the decision making process and personnel motivation. But his viewpoint of this problems practical use is in the frames of universal corporate behaviour line. Besides, the line manager task is to have professional capacities limit level in the functional services activity and their supervisors, but not carry out their work. For example, if the line manager faces the need to change personnel motivation system, he must entirely confide in the service managing personnel at the functional level. This functional service has systematically to backtrace new tendencies in the motivation science and practice development and accumulate professional data bank for the future companies' personnel motivation system transformation. It is necessary to underline that functional services must create more valuable data bank for the managerial decision making process. The line managers' task is to evaluate alternatives, make a decision and be in charge.

Management economic methods. Management methods are the managerial professional work instrument and propose number of effective managerial influence on the staff and organization in general with purpose of posed goals achieving. Management methods are the key management system element. They provide managerial activity qualitative features and affirm managerial staffs professional capacities. In the same time management methods learning do not provide with their use effectiveness. The real mechanism of management methods knowledge is very important. A lot depends on the manager's personality, enterprise's managerial work socio-economic conditions and different inner and external factors. Management methods are the result not

only of the empiric managerial experience systematization, but also the scientific and research management basis. They form special knowledge and skills potential distinguishing manager's profession from others. But one of the most important managerial activity features is the ability to use this potential in the specific practical conditions, initiating new managerial approaches and instruments.

At the same time we need management methods definition specification. There is a position, that management methods and labour methods are the same categories. But it is false. Labour method conception is bound with human activity, and management method conception is bound with impact on this activity. It is necessary to specify method definition, its interaction with laws, principles, management functions, organizational structure, that allows proving approaches methodology to the enterprise's personnel methods usage and enhancement. Management methods are one of the basic management system elements. Functional, structural, communicational and other managerial activities are realized by means of methods. Management methods usage composes the main managerial activity content.

The main element in the managerial activity description is the managerial process that represents management subject-object interaction at the feed-forward and feedback channels in the frames of contour-management. *Contour-management is the set of indexes defined by the system of basic management conditions, enterprise's priority goals system and boundary conditions. Besides, the fact that subject-object interaction in management is the human interaction is the main.* So, management methods usage is realized in the personnel professional interaction.

At the same time, we have to notice, that personnel professional interaction must be functional and efficient and have structural component. In other words, we do not talk about simple personnel interaction, but about effective managerial interaction with accounting certain enterprise's present and future state.

Mostly method is understood as approach, device and mode of action. Management methods are the means of management subject influence on the collectives and separate employees with purpose of goal achievement. Basically, *management methods are functional or interfunctional means and approaches of the subject influence on the object organization in the frames of contour-management with purpose of effective goal achievement.*

We have to determine the ratio between management economic methods and economic methods by themselves. Economic methods are different per direction, influence and usage goal. Practically, all the economic science spheres propose their own methods of economic analysis and practical transformation at the macro and micro society levels. On the one hand, we can use all the spectrum of these methods as the real management resource. From the other, it is feasible to mark out those economic methods tightly bound with managerial process. If we analyze modern managerial process as the integral phenomenon, it is necessary to provide constant economic methods classification. Herewith, it is necessary to backtrace the market of new managerial technologies and

to use them in accordance with certain situation in the innovative activities' conditions.

We suppose that management economic methods have core character upon other methods on the score of following circumstances.

1. We defend the position that any uneconomic methods of influence on the enterprise's staff can lead enterprise to higher resultiveness only after economic methods usage. Uneconomic methods trends to increase productiveness, when organization has achieved certain activities' profitability level.

2. By the enterprise's economic development the unit weight of economic methods can be decrease, but these methods start to have more qualitative features. Hereat, their influence degree on the enterprise's resultiveness is priority (i.e. the unit weight decreases and the power of effective influence increases). It is the feature of high management economic methods effectiveness. When economic methods become more perfect they create favorable conditions of effective uneconomic methods usage in organization.

3. The first group of management methods with economic ones allocation as the basic is the primary concerning other two groups. This means that the first one is the base for more perfect personnel influence types building.

4. Economic methods priority is the permanent tendency for the large industrial production systems. The main economic methods enhancement dynamics take place in the large corporative production systems owing to management corporative nature.

5. Management economic methods are more perfect in the case, if their influence on the enterprise's staff is permanent tradition forming the public human behaviour pattern.

Managerial decisions. Effective management is characterized by efficient managerial decision making process. The managerial decisions' quality is defined by its modern and relevant and also their analytical basis. We do not have the recipes and light ways to make efficient managerial decisions. So we need to talk about separate companies' distinctions and priorities and its main development principles. For the managerial decision making we need systematically to create analytical base for companies' managerial decision making process professionally worked up and analytical mechanism of managerial process components. Besides, we should notice, that modern management considering cycle «research — analysis — practice» supposes professional activities' types specialization at each stage separately. Certainly, these stages need definite interaction level, but specialization gives opportunity to presume professional capacities' quality of managerial staff and specialists in management analytics. The «analysis» stage is a key from system management practice development viewpoint. So, it is necessary to organize and develop management consulting sphere.

We need to consider some basic principles of analytical management function in the decision making context.

The main point in the managerial decision making system is companies' real value creation and its future value formation. Management strategy and resultiveness is determined by companies' value increasing process. There-

upon, there is the building process of companies' balanced scorecard (BSC) and key performance indicators (KPI), which includes companies' value formation accounting value determining and creating factors. Thus, we say about the necessity of companies' profit and net profit reproduction analysis. Their extent and extensive reproduction possibility form companies' value increasing processes; it is the main management effectiveness index.

The main component of managerial decision making process resultiveness is the administrative measures at production costs formation system. Innovative dynamics of production processes component must provide the competitive production consumption price formation. Analytical evaluation of these processes considerably determines management effectiveness, as it creates data bank for professionally adjusted managerial decisions making.

It is a mistaken viewpoint that managerial personnel fully have to realize scientific, research, analytical and practical decision making stages. If we appraise situation in such a manner, thus managerial decision will not be made up. During the managerial decision making process line manager has to use necessary relevant data bank formed by specialists in the management research, consulting and practice spheres, which secure the managerial decision realization mechanism implementation. As a result, data and analytical bank of the managerial decision making process could not be only the certain problem or situation analysis result. Managerial decision is the professional capacities practical usage result by all this process members accordingly to the facts of the situation analysis. Herewith, line manager must have the necessary professional capacities level for the conducted works result evaluation per all three mentioned stages. Consequently, managerial staff's professional capacity needs the permanent renewal by means of professional education innovative forms development during their entire managerial career. It must be the essential basic principle of the modern management effectiveness.

We have to notice, that analytics both during the managerial decision making, as during entire managerial activity, is original binder between scientific, research and practical management activity. As it is known, particularly binding processes form the systemic activity. Nowadays the systemic activity organization necessity in management is the basic principle of modern management effectiveness and resultiveness. Systemic work in management supposes complex managerial analysis technologies usage and management team work. Thereupon, we have to create new technologies of situation, system, reproductive, structural and functional management analysis. Conceptual points of managerial analysis different types must be added by managerial activity realization innovative technology in the modern socio-economic development conditions.

Management scientific status. Management system must fully obtain professional features from the scientific, analytical and practical knowledge bases viewpoint [7, p. 39–46]. Management has to become a science in the best sense of the term. Ratio between economics and management (first of all, of business organization) look likes the ratio between physics and chemistry in the way that we are talking about relative sciences. Of course, we use many

economic categories and definitions in management, but also there are used categories from engineering, jurisprudence, psychology, sociology and so on. But in economics management problems are not reviewed. In management the great conceptual material is accumulated, which has to become its science. Management is near to the status of specific scientific branch and, maybe, it has got it. And hereat we have to take into account different science's types specificity. For example, mathematics is the formal science, physics is descriptive science, economics and management are axiological sciences. Axiological science's task is to form values composed during the human common vital activity [5, p. 25]. Values are the human creative work's product and they do not exist in nature.

Therefore, we cannot refuse science status to management because it does not look likes mathematics or chemistry is irrational. At the same time, inclusion of such categories as sub-science (management) and meta-science (management philosophy) qualitatively specifies scientific and research management bases positions comparing with economic science. These specificities form necessary bases for the management professional system development. Besides, management permanently strengthening his scientific positions is able to build valuably its qualification requirements system to all enterprise's specialists' activity, to guarantee educational systems expertise, to create effectively innovation cycle fullness in the conditions of scientific-technical progress [2, p. 131–137].

Management science crisis is predetermined by the natural human society development course. At certain stage the critical points appear, which signalize about problems appearance and need intervention with purpose of their quick solving. Critical points problems solving with the positive result is the scientific priceless experience for its further progress. Real science does not stand stark state. It always needs dynamics and experience to solve high-level crisis tasks with real professional knowledge increase. Innovation economics is impossible without three components, such as science development, education and professional education. And as any activity must be systemic, innovative and efficient, managerial accompaniment significance of mentioned processes cannot be overestimated.

Conclusions. The modern stage of Ukrainian socio-economic development is directed to innovative approaches to solving of the managerial problems of economic. Nowadays economics state, technical progress level, production material and technical base in many ways are determined by the state of management system. Nowadays professional management system development is a peculiar social state barometer.

The economic progress of the modern society is impossible without search, creation and implementation of economic development innovative models. Economics' innovative development way is utopia without qualitative fundamental science development. It is necessary to notice that progress absence in the economic politics system and management practice is concerned with fundamental researches law level in economics and management. If there is a long discussion history about fundamental economical science and its development

necessity, at best, there are different polar viewpoints about management as fundamental science, at worst, the discussion is absent. In the first case management is referred to economical science, and if management has something fundamental, it lies in fundamental economic researches specificity. In the second case management is the set of empiric sciences, but with basic economic components. And at last, there is a point of view that management is not a science, it is a practice or art. So in all cases we see one aspect that management scientific, research, analytical and practical bases are not acknowledged. As a result, management scientific works are universal. This circumstance negatively tells on the management professional scientific-research base formation and development and also on the managerial activity practice enhancement, especially of the innovative feature [9, p. 59]. There is nothing more practical, than innovatively and logically adjusted scientific theory. The main goal of such a science is scientific knowledge increase and innovative managerial practice development conditions formation with necessary appearance of such business system phenomenon as socio-economic resultiveness.

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ПРІОРИТЕТИ ІННОВАЦІЙНОГО РОЗВИТКУ ПРОФЕСІЙНОЇ СИСТЕМИ МЕНЕДЖМЕНТУ В УКРАЇНІ

Резюме

У статті розглядаються деякі базові проблеми інноваційної динаміки розвитку системи менеджменту в Україні. Проведено аналіз структури базових елементів системи менеджменту, процесу взаємодії науки і практики менеджменту, ключових проблем професіоналізації управлінської діяльності. Запропоновано ряд заходів для удосконалення процесу професіоналізації системи менеджменту в Україні.

Ключові слова: система менеджменту, управлінські рішення, управлінська команда, взаємодія науки і практики менеджменту, економічні методи менеджменту.

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ПРИОРИТЕТЫ ИННОВАЦИОННОГО РАЗВИТИЯ ПРОФЕССИОНАЛЬНОЙ СИСТЕМЫ МЕНЕДЖМЕНТА В УКРАИНЕ

Резюме

В статье рассмотрены некоторые базовые проблемы инновационной динамики развития системы менеджмента в Украине. Проведен анализ структуры базовых элементов системы менеджмента, процесса взаимодействия науки и практики менеджмента, ключевых проблем профессионализации управленческой деятельности. Предложено ряд подходов к совершенствованию процесса профессионализации системы менеджмента в Украине.

Ключевые слова: система менеджмента, управленческие решения, управленческая команда, взаимодействие науки и практики менеджмента, экономические методы менеджмента.