

**СЕКЦИЯ «ЭКОНОМИКА, ПРАВО,  
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УДК 330

**MECHANISM OF MANAGEMENT SYSTEM**

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The research of the design process of human development management system undertaken resulted in the following conclusions. Management as an organizational process is a part of all social subsystems. It determines patterns of development and the formation of new structures and functions when the main object of management is the human potential determining the state of an individual as the highest goal rather than organizational welfare. We have determined the content of the traditional understanding of the need to study the system as a social object which implies multi-level approach to the determination of its elements. The content of major elements of the system required to form models of human development management was substantiated. «System is regarded as an object that is a theoretical scientific system based on the principle of reflection and characterized by the development of a theoretical system in the direction of more adequate practical reflection of objectively existing system» [1]. Using the proposed approach it is expected to implement organizational changes in the economic system making economically sound decisions regarding the distribution of a limited amount of financial resources and their purposeful direction for the goal of human potential creating. Management plays the role of one of the main systemically important factors of organizational systems. Ways of influencing the management object referred to as management methods are divided into administrative, economic and socio-psychological. The impact itself is the management process. A set of rules, algorithms for decision-making and control actions determine the management mechanism. It is the mechanism of management in the system and in the process of management plays the role of intellectual core determining the efficiency of management. It follows from the above that the need to consider the activity of eco-

conomic system elements, goal formation and management by end results are not attributes of an abstract approach. These are natural properties of reasonably organized activity. They correspond to the management mechanisms that combine the methods of the theory of active systems with methods of program-goal approach supported by information technologies. Thus, the mechanism of management of economic systems development is a set of functions that provide change (improvement) of management mechanism. We can assume that the mechanism of development in the management of economic systems is a set of procedures, methods, information technologies enabling us to create (design) new mechanisms for managing the required properties, in particular human potential. Organizational mechanism or the mechanism of functioning (management) of the economic system is a set of rules (procedures, functions) governing the activities of elements of the system during operation. It is a complex concept allowing decomposition on various grounds (structural, territorial, etc.). Description of the management mechanism is based on the description of interconnected components. «Most often decomposition by the management functions is used. As a result, there are the following components: forecasting, planning, accounting, evaluation of the functioning, promotion» [2]. The main problem of the theory of management in economic systems consists in the selection from a set of possible management mechanisms the mechanism of maximum efficiency. The complexity of solving the problems of constructing optimal management mechanisms has led to the fact that researches in this field were carried out in the direction of studying the properties of different types of mechanisms and evaluation of their effectiveness in solving specific problems of management. As a result, the use of basic management mechanisms was recommended. These mechanisms are integral parts to be used for designing complex management mechanisms.

### **References**

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2. Elkin S.E., Solodovnikov S.Y. Strategy of human capital management as an element of economic security. Strategy of human capital management as an element of economic security: monograph – СПб: «SPB NOKCENTER», 2018. – 246 с.