

JEL CLASSIFICATION: D 60, D 81, I 31, M 19

CHANGES MANAGEMENT IN THE MUNICIPALITY OF UKRAINE

Oleg V. KUHLENKO

*Kyiv National University Technology and Design
professor department of management*

Hanna M. GONCHAROVA

*Kyiv National University Technology and Design
senior teacher department of management*

Nataliya M. KYRYLKO

*Kyiv National University Technology and Design
senior teacher department of management*

Summary. The article presents the theoretical study of the characteristic features of change management arising as a result of municipal activity. The model of successful management of organizational changes

and division of responsibilities change management. The recommendations for solving the problems of change management in municipal activities.

Key words: *local control, local government, municipal management, managing of changes, overcoming resistance to change, efficiency change.*

The article is to provide the effectiveness of changes` management in the municipality of Ukraine using the model of successful organizational change. Theoretical and methodological basis of study are scientific researchers work on managing change in municipal activities. It is offered approach to phased changes in municipal organizations.

There are identified peculiarities of distribution of powers among the different level leaders which are essential in managing changes in municipality.

It is proved the core of the «managing changes» and advisability of their using in municipal activity of organizations. Area where the results are to use is a activity of municipal organizations, local governments, which realize social and administrative relations in the interests of local communities.

It is offered adapted model of successful implementation of organizational changes in controlling the municipal activity. There is determined specificity

of distribution of powers and balance among senior management and subordinates during successful organizational changes. Development of recommendations regarding the distribution of powers for leading the changes promotes the development of organizations municipality.

Variable status of external environment of organizations which associated with implementation of decentralization of local government needs more attention to control the changes in municipal activity.

Awareness of the need for change and overcoming resistance to innovation is a big complex problem for managers.

Successful management of organizational change processes can provide solutions to complex situations both within the organization and beyond in terms of expectations of social environment and local communities.

References

1. Meskon M. N. & M. Albert, F. Hedouri (2010). Osnovy menegmenta [Fundamentals of management]. Delo. Moscow [in Russian].

2. Larry E. Greiner Patterns of Organization Change, Harvard Business Review, May-June 1967, in Organizational Change and Development, ed. G. W. Dalton. P. R. Lawrence, and L. E. Greiner (Homewood, III: Irwin, 1970), 222 p.

3. Mishchenko A. P. (2007). Strategic management. Dnipropetrovsk: DUEP [in Ukraine].
4. Velikhov L. (1996). Opit municipalnoy programy [Experience municipal program]. Moscow: Gosizdat [in Russian].
5. Velikhov L. (1996) Osnovy gorodskogo hozyaistva [Fundamentals of municipal economy]. Moscow: Nauka [in Russian].
6. Malinowski V. (2004) Municipalne upravlinnya. Sfera dialnosty i nauki [Municipal management. Sphere activity and Science]. Viche, 7, 57-60 [in Ukraine].
7. Shlyahun P.P. (2001) Konstitucyne pravo [A constitutional right]. (Vol. 3), (792 p.), Kyiv [in Ukraine].
8. Menshikova G.A. (2016) Fundamentals of the State and municipal management (public administration) [Tutorial and Workshop for Academic bachelors] Saint Petersburg [Russia].
9. Zakon Ukrainy Pro misceve samovryaduvannya v Ukraine: pryiniaty 21 may. 1997 roku № 280/97-BP [Law of Ukraine on local government in Ukraine. Supreme Council of Ukraine, from May 21 1997. № 280/97-BP]. (1997, May 21). available at: <http://zakon5.rada.gov.ua/laws/show/280/97-вп/>.
10. Sharov Y. (2003) Actual problems of municipal development, some research results. Academy of Public Administration under the President, Ukraine, 2, 361-367.
11. Suntsova A.A. (2010). Local Finance [Local Finance], Center of educational literature, Kyiv[in Ukraine].
12. Gorshenina, M.V. and Suhinin, V. P. (2007), Upravleniezmeneniem [Change management], Samarskij gos. tehn. un-t, Samara, Russia.
13. Kotter, J. P. and Schlesinger, C. A. (1979), «Choosing Strategies for Change», Harvard Business Review, vol. 57, no. 2, p. 111.