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Basic directions of improving the distribution of organizational tasks in the conditions of public management

The relevance of this study is expressed in the fact that the study of any organizational task allows us solve the problem in a complex, and therefore more competent way. Moreover, the analysis of social structure of the labor collective helps prevent future problems. The problem of distribution of organizational tasks is quite acute for all fields of activity. It must be recognized that employees are the same resource of the organization, as, for example, the raw materials, but have a number of features. They can show independent activity, they have their own desires, their own motivation. Employees perceive all management attempts through their own needs, in contrast to the technology, which simply needs to set the right program, and therefore they may not meet the expectations of management. There is also such problem as the “human factor” - people get tired, are guided, first of all, by their interests and do not always control what happens in front of their workplace. Among the other things, managers and specialists of the personnel service are also people, in connection with which misunderstandings may arise. Both at the level of the country and regions, and at the level of institutions, the need to activate and develop a social resource has become more and more obvious in recent times, which determines the relevance of research on the organizational component in public administration. The aim of the study is to develop a concept that includes the elements of sociological support for the processes of distribution of organizational tasks, the introduction of which will improve the effectiveness of personnel management.

Keywords: public administration, personnel, tasks, managerial decision, development, organizational tasks.

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