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Intellectualization Management of Intellectual Resources - Urgent Need of Modern Society

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ABSTRACT

Modern intellectualized society requires search and use of new principles, methods and tools for management of human resources. The main reason for this - lack of optimality market caused by disharmony relationship between people in the system. A new, inherent to post-industrial, informational-intellectual economy, resource factor – intellectual resource, ensuring an effective use of which will guarantee an optimization of distribution of all the other resources of the system with the achievement of a higher level of social well-being, has been identified. It has been determined that further research has to be aimed at identifying the conditions that ensure an effective interaction of individuals or their groups on the basis of their ability and disposition to the harmonization of their and else's interests, and to the establishment of economic harmony of interests and benefits through the establishment of harmony economic by using original spatial model for intellectual-snarky-synergistic management.

Keywords: intellect; resources; management; society

INTRODUCTION

Problems increase (improve) the efficiency and competitiveness of farming, in our opinion, is not always and in all circumstances can be solved by an increase in the share of intellect in the business of employees at the executive level. This situation results primarily because people - representatives of the executive staff carry out industrial, commercial, social

and other tasks concerning the business of the company, all using a previously committed resources and technology, as well as performing the previously taken decisions on ways of merging them in order to achieve positive change the results of operations.

In this case, the obvious is the initial application on the priority element of the management process to ensure the intellectualization business organizational formation, which confirms the need for the prime penetration of enterprise management system.

ANALYSIS OF RECENT RESEARCH AND PUBLICATIONS

Despite the fact that studies national and foreign experts, dedicated to the issue of the effectiveness of the subsystem management entities management, the issue of its intellectualization considered is rare, so far gathered significant achievements in this field [3-6,11,13-20,22-23].

AIM OF THE STUDY

Envelop and individual justification conceptual structure intellectualization system policy management of enterprises to improve the efficiency of the business in terms of change.

THE MAIN PART

Identifying tasks that perform managers with new ideas, concepts and other results of creative activity, and management decisions (DZ), given the high probability of these decisions in the operating conditions of one or more of the limiting factors of personal intellectualization insufficient or imaginary call this the level that does not meet the high performance and economic development was formed by person-manager, which have limitations in the effectiveness of their own. In this case, assuming that any DZ is intellectualizing, proposed by Mike Woodcock and Dave Francis [26] The concept of restrictions suggests that the practice of management of the company accompanied by decisions of managers about the possibilities of "developed" and "immature". If the capacity of a person-manager are "developed", the DZ suggest regarded as unlimited management decisions (NDZ), while in the case of "immature" the possibility of treating them as limited management decisions (ODZ).

To demonstrate the results of intellectualization of the companies with particular emphasis on the role of priority managerial staff suggest use proposed in [10,12] equation results management. His transformation in [20] allows for per type of logical-algebraic, which allow you to specify any potential market structure in accordance with its ability to achieve economic success.

For the reinterpretation of the famous equation as a result of management we have to assume that the results of intellectualization activities (WID) are formed identically with the results of management. In this case, we have:

$$WID = T = M / \setminus N / \setminus R / \setminus F (1)$$

where T - the objectives or purpose of intellectualization, the achievement of which is to increase the number of tasks performed by company employees using the new (unique, original, unique) resources and approaches, and accompanied by unlimited DZ concerning forecasting their impact on the creation of added value; M - the total number of members of the managing company at all levels of policy management; N - total, sufficient and necessary amount NDZ regarding the use of company resources that ensure the functioning of finance, production, marketing and other areas of the entity management; R - available financial resources, raw materials, material and technical and technological development of the company; F - executive staff who will implement SUN.

For the interpretation of intellectualization system policy management company (ISMP) should take into account that the activities of management - a process that consists of several elements connected and interacting with each other in the implementation of management functions. The first and most important element of ISMP should be considered part of the management process as intellectual ability particular participant management process (people-manager), including personal characteristics, level of training, experience, and others.

Analysis of national experience and foreign in the field of research and the formation of a list of requirements relating to personal characteristics, which should have a candidate for the position in this or that sphere of management indicates the existence of quite a wide range of features necessary for any manager to effectively carry out its functions [1,2,9,21,25].

Implementation of the plan for the formation of the compatibility between the characteristics of the head of the intellectual [13], the quality characteristics of managerial staff [8] and to complement them in some important, in our opinion, the content (economy-oriented knowledge and intellectualization activities of its entities can create a table of the characteristics of the head of the intellectual.

Superficial analysis of the content of those personality traits of the head of the intellectual can request that they belong to the category of "necessary". Along with the moral qualities must be the members of the management organization to overcome external constraints, fear, uncertainty and premises form the achievement of the actual level of intellectualization. Sufficient condition intellectualization system of policy management in the features of a person-manager, in our opinion, should be considered the training. With regard to the management readiness professional - a person's ability to perform the task (decision-making), which require knowledge, habits, skills, experience and character specialist. In this case, the professional readiness of the head of the intellectual (PT_{IM}) (may be presented in a logical sum (2), the value of which individually do not create a positive result - take reasonable management decisions by the head of the intellectual-professional:

$$PT_{IM} = MT_{IM} \wedge ST_{IM} \quad (2)$$

where MT_{IM} , ST_{IM} - management specialist training manager.

Considering 2, we come to the conclusion that one of the reasons why achieving imaginary intellectualization level of activity may be insufficient readiness professional manager in the structure of the underdeveloped components of managerial and specialist (or both). This means that the knowledge, skills and experience of the person are insufficient or do not meet the needs of intellectualization system policy management company, as well as business in general.

No less important feature of intellectualization system policy management company than training manager, in our opinion, should be the level of technical support activities of people-manager, which the author [22] proposes to determine how computer technology management (IntIKS). Assigning the technical and technological equipment management computer technology and software (computer equipment and software) as its characteristic generalized, we assume that the modern Management & should use systems that perform copying human behavior on building artificial cost and time man linked deadline "artificial intelligence" (artificial intelligence).

The importance of this factor as a readiness to use technical means and technology of artificial intelligence management is conditioned, first of all, the need to not only their property, but also actively use when making management decisions. Given the above, material resources and intellectual activity management (IMS_{IM}) we describe the following mathematical relationship:

$$IMS_{IM} = WT_{IM} \wedge PT_{IM} \quad (3)$$

At the same time, if PT_{IM} - the sum of logical variables characterizing resources management activities in the form of computer technology and artificial intelligence systems, then WT_{IM} - generalized characteristic willingness to use them, as determined by such features as the head of the intellectual readiness for constant changes in the organization (RC_{IM}) and innovation (RI_{IM}).

CONCLUSION

Considering stated above generalizations, assumptions and conclusions, the structure of ISMP created in order to ensure growth and NDZ achieve real level of intellectualization of activity should be provided in the form of a diagram, which resembles the well-known academic economic structure of the productive forces.

Thus, the high efficiency of the management of change - is the result of the growing number of NDZ as a result of increasing the level of intellectualization management system. Further research, in our opinion, should be directed both to expand the circle of prerequisites that contribute to the intellectualization of the organization, as well as search techniques individual assessment of intellectualization system policy management.

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