SYSTEMATIC AND INTEGRITY MANAGEMENT CULTURE
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Abstract

Analyzed scientific approaches to the nature of culture and discusses its types. Management culture referred to a specialized type of culture, corresponding block cultural aspects of social organization.

Key words: culture, types of cultures, management culture

Formulation of the problem in general

Essence of management culture can be understood only in the context of the general theory of culture as the solution of urgent social problems requires a transformation of political, economic, cultural and educational priorities that must be made to ensure parity of society and nature.

Analysis of recent research and publications

Analysis of management and training management as a separate field of scientific research, has attracted attention of scientists in our country only in the second half of the twentieth century. Researchers, in particular E. Berezyak, I. Dmitrenco, G. Yelnikova, V. Maslov, W. Pykelna their scientific research dedicated general management fundamentals, theory and practice of management culture experts represented in the works of authors such as V. Alfimov, T.Bazarov, A.L. Balabanov, B. Eromin, G. Zaitsev, V. Kolpakov, V. Kudin, V. Lipatov, A. Marmaza, Palekh Yu, L. Romashova, A. Romashov, A. Sardak, E. Hrykov, Tsypkin Yu., G. Shchokin et al., psychological aspects of management - B. Ananev, L. Karamushka, D. Carnegie, A. Markov, V. Semychenko, V. Shpalynsky et al.

Purpose of the article - to analyze the nature of scientific approaches to management culture.

The main material

Reflections on the philosophical level of culture appear relatively late (XVII-XIII centuries. S. Purendorf, G. Vico, C. Helvetius, B. Franulin, J.Herder, K. Kant), which allowed opportunity to consider the duality of life, which included nature and culture. At the same time in the nineteenth century, culture is predominantly seen in their autonomous manifestations, rather than hard-organized system. So the philosophy of culture centers of scientific research directed to the philosophy of religion, ethics, aesthetics, philosophy of language, epistemology, anthropology, epistemology and so on. The development of positivism led to a narrowing of cultural knowledge, directing to the field of theoretical science of ethnography, archeology, art, history, technique and technology, Even in the context of nineteenth century. Were marked differences in the understanding of the essence of a culture that are as following: mental, moral, religious, and therefore oppose its historical
development and material activities. Other scientists use the concept of culture in the broad sense, all aspects of domestic history: economic, social, civil, intellectual, moral, aesthetic, and religious.

Notion of "culture" is constantly supplemented with new content and forms. Noting the diversity and complexity of cultural phenomena, cultural A.Kroeber and C.Klakhon estimated increase in the number of options definitions, namely from 1871 - 1919. There were seven definitions of the term, from 1920 - 1950. There was a 157 definitions. Trying summation (1952 cultural heritage of thought in generalized writing "Culture") 180 definitions of culture have been grouped into the following sections: "psychological", "structural" genetic "incomplete" which proved the versatility of the phenomenon and its overall chaotic pattern of scientific study.

Similar work was later carried by A. Kaplan and David Manners in the "Theory of culture." Scientists at The classification of culture had a principle of grouping definitions culture that made it possible to select "Descriptions of evolutionism of the nineteenth century", "Modern evolutionism", "Functionalism", "Cultural ecology. Among the types of cultural theory have been identified: Technical Economy, social structure in its social and psychological terms. The researchers concluded the crisis of cultural thought, and they saw a way out of the "convergence" with other social sciences.

First systematic approach to the study of culture was placed by M. Khan, which led to the conclusion that the complexity and contradictions of the concept of culture. The primary steps of understanding of culture lies in distinguishing between natural and human transformative activity that transforms the world and changes the shape of material objectivity. The author makes an attempt, without resorting to explicit quality characteristics definitions of "culture", cite a number of determinations made by the most prominent American, European, Russian, Polish, Czech, Bulgarian and other scientists (see all 66 definitions).

Observation A.M. Kagan for versatility approaches can make quite a productive conclusion that the situation that has developed in the theory of culture is similar to the philosophical analysis of human nature and exploring the aesthetic nature of art: "everything that exists in man as in man, appears as a culture, and it is just as versatile, as man himself - the creator of culture and above all her creations and multiple diverse in its composition, while love and art are the only entity that maintains this unity in all its versions! Therefore subject to scientific study not only different sides, aspects, boundaries, and abilities, cultural properties, but also various forms of its existence - science, art, technology, religion, morality, etc., its various institutions - political, legal, medical, educational system, mass communication, different cultural processes - forms of management, maintenance, communication between people" [2, p.20].

Accordingly there is a need for reduction of cultural sciences, the study of which is the meaning of the existence of a field of knowledge that makes a natural emphasis on philosophical and theoretical views on culture and its interpretation by.

Inner life of culture is an interaction of all subsystems and elements of each of them, and expressed as the reciprocal mediation of material, spiritual and artistic activities. In understanding culture as a projection of the role of financial need is determined by the subsystem of society in need of improvement. Functional aspect of culture involves the study of the internal and external aspects of culture, ie its impact on the environment. Since the original culture of human subjects, according to its structure determined structures that generate activity. This multidimensional structure that distinguishes it from other dimensions of life: nature (material dimension), society (the system of economic, political and legal
relations). Multidimensional existence of culture occurs only in being human, because it is both natural, social and cultural, creating a specific "cultural mechanisms."

Another dimension of culture - industry. Accordingly, it includes such sections: "culture of production", "political culture", "legal culture", "moral culture", "culture of science" and so on. So culture has all penetrating properties, manifesting itself as a specifically human quality that people find in the work of organizing society, management and so on.

Possible to build on the following types of definitions of the phenomenon of culture:

1. Doteoretyni and vneteoretychni,
2. Empirical, descriptive and summative (Philosophy of Culture and cultural studies).
3. Axiological,
4. Action-technological, ontological,
5. Semantic-symbolic.

On the structure of culture most prevalent in philosophical and cultural sources highlighted the following approaches:

- structuring of culture as a three-tier education - physical, spiritual and combination of material and spiritual components (Art)
- structural analysis of culture which is based on the structure of human activity (material culture, political and spiritual culture)
- structuring culture as belonging to a particular sphere of human life and society (economic, political, spiritual, culture, communication and life, etc.

thus we can conclude that among scientists there is no single view of the same category of culture. Evolution of the concept followed by its contraction and specification - from ethnographic interpretations that emphasized the study material and spiritual embodiment, a nation and until its divergence (I.N.Ivanov, S.Bystrica, B.Kozlovsky, S. Crimea) - culture is the production of meanings and values, and world culture - the way the human in man, as well as a specific form construction of world its vitality in the world. Ordinary respondents interpret it very narrowly, reducing the cultural person, understood in the art, ethics or external manifestations - Language and cultural behavior. On the other hand, the culture of consumer awareness is understood very broadly - as a multifaceted construct that includes almost every aspect of life. It focuses in such categories as "idea", "identification", "religion", "family", "race". Thus, the concept of "culture" is used to explain a wide range of behaviors, events and organizations in the life of the individual. Cultural and philosophical sources give reason to argue that the study of culture is only beginning to emerge. In the works of many scientists dominant descriptive and typology of cultures without explicit reason and is not characteristic reflexivity of or ordering of individual industries.

The culture of understanding: a) general scheme of the results of human activity, which is reflected in thought, language, real things, and depends on a person's ability to learn and transfer knowledge to future generations through instruments, language and abstract thinking, b) adopted a set of beliefs, social forms, and material goods that create custom features of racial, religious or social group, and c) complex typical behaviors or standard social characteristics inherent to any particular group, occupation, profession, gender, age, class.

According to the basic provisions of the morphological approach, which is the structure of an artificial world and cultural order agreed to provide two types of formation and use of cultural objects - specialized (specific) and casual (non-specific). Later on we will refer to special types of culture and everyday. Specialized types of processes related to social class, among which are three blocks of cultural order: the cultural aspects of social organization (economic, political, legal culture), socially significant knowledge (religious, artistic, philosophical, scientific culture), broadcast socially meaningful experience (education,
education, mass culture). Components of everyday cultural sphere characterize everyday life and out by specialized cumulative levels: organizational unit (household, interpersonal relationships, marriages, informal group relations, morality), cognitive unit (everyday ethics, folk wisdom, practical knowledge, prejudices, etc.).

Though scientists studied many varieties of crop management culture but poorly studied and it underscores the importance of the topic. Based on the foregoing, it can be argued that the management culture is part of the general culture of the individual and shows the appropriate way of social life. Consequently, the management culture can be attributed to a specialized type of culture, corresponding block cultural aspects of social organization.

S. Koroliuk believes that the management culture is an integral quality leader personality, consisting of interrelated and interconnected components: cognitive-op (system management knowledge and skills), personality (the system of professional and personal qualities), motivational value (the system of motives and values management activities). Management culture - a kind of professional culture, which consists of political, legal, administrative, managerial, organizational, social, psychological, informational, communicative and economic cultures and is an integral form for a system of knowledge and skills, personal qualities, motives and values implemented in the management [3, p. 88].

We agree with the opinion that the management culture exists as a system of knowledge management processes, structures, management systems, forms, methods and principles of management.

Conclusions. Administrative culture is part of the general culture of the individual and shows the appropriate way of social life. Management culture can be attributed to a specialized type of culture, which corresponds to block the cultural aspects of social organization (political, legal, economic culture, etc.). FiveEid management culture professionals agricultural sector we understand the formation of personal dynamic system that encompasses values, expertise and skills, personal qualities that ensure the efficiency of the management profession in the context of parity society and nature.

Literature
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