

**ТҮЙІН****Э. Кортиелла***Инновациялық Еуразия университеті (Павлодар қ.)***Америка Құрама Штаттарындағы мектепке дейінгі білім берудің бағасы, қолжетімділігі және дамыту перспективалары**

Бұл мақалада мектепке дейінгі білім берудің маңыздылығын түсіндіруге және оның баланың қалыптасуына қалай әсер ететінін қарастыруға әрекет жасалады. Америка Құрама Штаттарының әр түрлі аймақтарында балаларды бағып күтудің құны туралы мәліметтер келтіріледі, аз қамтылған, кішкентай балалары бар отбасыларға мемлекет тарапынан көмек көрсету қажеттілігі көрсетіледі.

**Түйін сөздер:** мектепке дейінгі білім берудің қолжетімділігі, мектепке дейінгі білім берудің бағасы, баланы ерте дамыту, сапалы бағып күту, отбасы, мемлекет.

**РЕЗЮМЕ****Э. Кортиелла***Инновационный Евразийский университет (г. Павлодар)***Стоимость, доступность и перспективы развития дошкольного образования в Соединенных Штатах Америки**

В данной статье предпринята попытка объяснить важность дошкольного образования и рассмотреть, как оно в целом влияет на формирование ребенка. Приводятся данные о стоимости ухода за детьми в различных регионах Соединенных Штатов Америки, подчеркивается необходимость помощи со стороны государства малоимущим семьям, имеющим малолетних детей.

**Ключевые слова:** доступность дошкольного образования, стоимость дошкольного образования, раннее развитие ребенка, качественный уход, семья, государство.

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**N.B. Ruditsa, PhD***Innovative University of Eurasia (InEU)***Influence of the informal relations on management of the enterprises' and organizations' activity**

**Annotation.** *In the paper it is considered the problem of emergence of the informal relations, their influence on management of the enterprises' and the organizations' activity, and also emergence of informal practices which reflect a modern socio-political and socio-economic situation of a transition period.*

**Key words:** *informal relations, management by resources.*

In modern economic practice the system of informal interactions is widespread and has traditional peculiar features. On the one hand, in special researches it is claimed that historically in the Post-Soviet countries it is very typical for many generations of people a thirst for the solution of problems using of a personal contact, unwillingness to use formal, official channels of social interactions. On the other hand, the objective situation of the last years of the Soviet period promoted growth of informal administrative interactions where as specific feature acted the system of the personified communications between people, the status and opportunities (social, economic, political) which were mediated and defined by their formal situation in the existing administrative (nomenclature) hierarchy. This phenomenon in fact compensated the lack of a private property institution and the market relations by creation of the specific informal markets thanks to which due to corruption of all system (from officials of the first rank to the simple worker) was provided and maintained welfare of members of society according to their administrative status. Thus close connection of informal activity with a workplace caused its product binding and the stratified character. In Post-Soviet time the situation was aggravated with acceptance of legal base, absolutely inadequate for current situation, which in practice didn't admit and rejected by overwhelming part of participants of administrative interactions.

The informal relations in modern management are understood as the forms of administrative practice independent officially directed on the independent decision by the subject of management of the professional problems arising at it. The informal relations in management arise in those spheres of administrative interactions

which, on the one hand, aren't fully regulated by the legislation and administrative documents which are lagging behind on time and actuality, and on the other hand the lack of civilized market mechanisms doesn't allow to be started to self-control process. On this basis in administrative interactions (in which, as we know, both the subject of management, and object participate) it is arisen informal practices reflecting a modern socio-political and socio-economic situation of a transition period. Now they stretch from barter exchanges between the organizations, non-payments, inappropriate use of resources, nonpayment and concealment of a salary to secondary employment, failure to pay taxes, theft, etc.

The subjective perception of the informal relations in the social sphere (it is concrete – in the sphere of the higher education) of the region showed: significant part of respondents (41,9 %) considers that the informal relations have essential impact on activity of their organization [1].

The analyze shows that in the organizations of the region there are formed various models of informal regulation of production relations. In substantial aspect the role of informal administrative interactions changes depending on a functional condition of this organization in the field of production of goods or services. Informal regulation has the greatest weight in administrative interactions at the enterprises “losers”. The model of informal regulation of the labor relations is constructed on the basis of the liberal principles of interaction of heads with subordinates. In these organizations informal administrative interactions act as the specific, dictated by objective need the form of government organization which main task is preservation of production capacity of the organization, strengthening of organizational communications, compensation of temporary difficulties using personal potential, mutual understanding.

Largely the opposite situation takes place at the successful enterprises. Accordingly the model of administrative interactions also changes, the role and the maintenance of the informal relations in management changes. Strict control of work largely eliminates practice of informal administrative interactions. Such interactions take place in the relations of heads with valuable workers, the great value is attached to informal contacts in search of optimum production decisions, different meetings. In other words, practice of work of a management team is formed where informal interactions play a role of the special mechanism in creation of the atmosphere of trust and professional creativity. At such enterprises direct practical value is gained the organizational culture, it is formed a certain organizational ideology – holidays, traditions, demonstration and declaring of the “kind” relations of heads, including ranks of top management, a certain social world, “domesticity”. High (in comparison with the surrounding organizations) the salary removes questions of justice of the income of heads and their subordinates. All this is urged to give, on the one hand, the special importance of the organization, to the work fact in it, and on the other hand, to increase productivity of organizational activity. Informal communication thus is an obligatory element of management.

The special group is made so-called “enterprises centrists” which take intermediate place between the “successful” and “unsuccessful” enterprises in the region. In such organizations the principles of team management openly don't practice, on the one hand, but, on the other hand, there is a staff where practically are made all a little bit important decisions at the leading and crucial role of “the chief of a staff”. Informal administrative interactions in this case have character of “mutual responsibility” because between members of “staff” there are distributed not only spheres of production responsibility, but also the main privileges, levers of financial and other sort of influence in the organization. In plan of organizational structure this “informality center” is fenced off from workers of the main production by the administrative facilities which expanded more usual.

Production relations between top management and the main production have command- administrative character because heads of linear divisions practically don't take part in adoption of strategic decisions. At a multiple difference in compensation of labor between heads and workers of the main production demonstrative “informality” in administrative interaction has character of a screen “you look – everything well”. Meanwhile the real content of informal administrative interactions between heads and subordinates is alienation and intensity, at best is indifference and escapism. In the organizations of such type in informal groups the people standing on approximately identical positions in organizational hierarchy unite. The staff of such organizations is completed defectively, at the same time the people who sustained easy professional testing, passed an easy casting are employed. As a rule, in such organizations the considerable attention is paid to signs of organizational culture, traditions, behavioral codes, holidays are formed, but all this has demonstration declarative character because the internal valuable unity is absent.

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**ТҮЙІН****Н.Б. Рудица, PhD***Инновациялық Еуразия университеті (Павлодар қ.)****Кәсіпорындар мен ұйымдардың қызметін басқаруға бейресми қатынастардың ықпалы***

Мақалада бейресми қатынастардың туындау проблемасы, олардың кәсіпорындар мен ұйымдардың қызметін басқаруға ықпалы қарастырылады. Бейресми қатынастар немен реттеледі, сондай-ақ өтпелі кезеңнің қазіргі әлеуметтік-саяси және әлеуметтік-экономикалық жағдайларын уақытылы бейнелейтін бейресми тәжірибелердің пайда болуы зерттелген.

**Түйін сөздер:** бейресми қатынастар, қорларды басқару.

**РЕЗЮМЕ****Н.Б. Рудица, PhD***Инновационный Евразийский университет (г. Павлодар)****Влияние неформальных отношений на управление деятельностью предприятий и организаций***

В статье рассматривается проблема возникновения неформальных отношений их влияние на управление деятельностью предприятий и организаций. Чем регламентируются неформальные отношения, а также возникновение неформальных практик, которые отражают современную социально-политическую и социально-экономическую ситуацию переходного периода.

**Ключевые слова:** неформальные отношения, управление ресурсами.