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SOCIO-ECONOMIC NEEDS AND REQUIREMENTS MANAGERS OF BUILDING ORGANIZATIONS

The current stage of development of society requires managers not only to have a sufficient baggage of knowledge within a particular industry, but also such skills and abilities that will allow to use this knowledge in a constantly changing social and economic trends, manifested in active dynamics, rapid development of technologies, and with them the areas that serve them. At the same time, mobility and competitiveness become the qualities of the individual that allow the subject to successfully realize himself in the context of professional activity, in particular in the construction industry.

Sociological research N. Shevchenko [3, p. 15] occupational mobility focuses on the qualitative movements of individuals within the professional community, career opportunities and awareness, the goals and motives of professional mobility and social adaptation.

For the most part, modern career research has shifted from a planning paradigm to a management paradigm. "The modern view of professional advancement of employees is to treat careers as a set of many career cycles of dynamic origin. The very definition of career uses the terms "movement", "mobility", "promotion" [1, p. 24].

According to N. Shevchenko, "career is a subjectively conscious judgment of the employee about his future, acts as an individually conscious position and behavior related to work experience and activities during working life. As a result, it has the form of a set of expected ways of self-expression and job satisfaction "[3, p. 16].

However, L. Piletska notes that "consonant in the psychology of career is the concept of" career mobility ", which means the speed of the employee's career steps" [2, p. 206] (European companies consider career mobility high if the employee is in one position for about 2.5-3 years).

The importance of modern management is that it allows you to turn

human knowledge, experience and achievements of scientific and technological progress into a productive force, as well as in the creative application of information technology, promoting innovation processes. Effective professional activity of the manager, obviously, presupposes the presence of certain personal and professional qualities. Among them the most important are: the ability to manage, interact with people, which involves: a high level of communication skills, empathy, objectivity, tolerance, leadership, creativity; ability to create a holistic picture of the surrounding reality, which includes: the ability to feel the political climate and economic situation, the ability to form a positive public opinion, to predict development; ability to think clearly and clearly, which includes: creative imagination, integrity and analytical thinking, intuition, sense of reality, the ability to make the right decisions; ability to successfully complete the task, which includes: a high level of self-development and self-motivation, enthusiasm, ambition, common sense, adaptability; personal maturity, which includes: professionalism, adequate self-esteem, clear awareness of strengths and weaknesses, the desire for self-improvement, ethical behavior, loyalty, resilience [4, p. 137].

Thus, the transformation of modern society involves the formation of socially mobile qualified personality of the manager of the construction organization, which is ready for constant search, dynamism, seeks not to transform both personal and professional.

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