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**ORGANIZATIONAL AND ECONOMIC MECHANISM OF
CORPORATION'S MANAGEMENT**
**ОРГАНІЗАЦІЙНО – ЕКОНОМІЧНИЙ МЕХАНІЗМ КОРПОРАТИВНОГО
УПРАВЛІННЯ**

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Abstract. *The article illustrates the content and structure of the organizational and economic mechanism of corporation's management. The list of management tools of corporation's management, that is discovered, allows us to consider the formation of organizational and economic mechanism at the level of resource. The functions of corporate management in the context of the organizational and economic mechanism of corporation's management are systematized.*

Keywords: *management instruments, corporation, mechanism, organizational and economic mechanism, management.*

Introduction. Dynamic changes in the environment, its turbulence requires continuous development and improvement of the corporation's management, the development of new advanced methods and tools that can reduce the impact of negative factors on the overall performance of the company. In such circumstances, there are new requires on the formation mechanism of the corporation's management efficiency. It must be provided under the influence of improvement of production, labor and management, and the ability to adapt it to current economic conditions.

Main part. The article illustrates the content and structure of the organizational and economic mechanism of corporation's management. The list management tools corporation that is provided, allows us to consider the formation of organizational and economic mechanism at the level of resource and functional software.

The main purpose of this study is to determine the essence of the concept of organizational and economic mechanism and construction of the conceptual framework of organizational and economic mechanism of a corporation with the definition of tools.

Organizational and economic mechanism is a control that represents a set of management elements and methods of organizational, informational, motivational and legal support through the use of which, the features of the company are five, they also provide a particular purpose [2, с. 59]. This system of formation of goals and incentives allow to turn in the work dynamics of material and spiritual needs of society into the dynamics of production and results of production, which are aimed to full and effective enjoyment of these needs.

Openness and dynamism are the characteristics for organizational and economic mechanism. These characteristics reflect the possibility of reaction mechanism to influence internal and external factors, because the company and its activities may



vary depending on various factors influence [1, c. 126].

Important elements of the organizational and economic mechanism of a corporation are tools of corporate management. Economic instruments of organizational and economic mechanism of corporation - are tools that are focused on group and individual economic interests of the people. They, in turn, are divided into instruments that can directly affect the corporation, and those exercising indirect influence. The former usually refers to [4, c. 43]:

- organization and production planning;
- target complex programs;
- business planning;
- commercial calculation;
- economic system of internal controls.

The tools of the indirect effects of national (sectoral) complex are target programs and the system of national, local and domestic economic regulators of economic activity [3].

We improved the system of enterprise management tools with the addition of special tools of corporate governance in the context of consideration of the organizational and economic mechanism of the Corporation (Table 1).

Table 1

Basic tools of organizational and economic mechanism of corporation

Instruments	Characteristics	Indicators
Economic	<ul style="list-style-type: none"> - the financial stabilization of the company; - selecting sources of financing investment; - improving productivity; - budgeting at different levels; - optimization of production costs; - reducing payback period of capital investment; - optimization of distribution of financial resources; - optimization of transfer pricing; - development of spare capacity; - evaluation of staff; 	<ul style="list-style-type: none"> - ratio rhythm of production; - productivity; - coefficient of autonomy; - stock of financial stability; - profit margins; - liquidity; - financial independence; - turnover rates;
Organizational	<ul style="list-style-type: none"> - development and optimization of management structure; - restructuring of the company; - formation and elimination of new divisions and subsidiaries; - organization of authorities; - organization process; - the interaction between participants of corporate relations; - distribution of powers; - improving the production process, jobs and working conditions; - organization of recruitment process; 	<ul style="list-style-type: none"> - the proportion of managerial staff in the total number of employees; - number of workers falling per employee management; - the proportion of the payroll management personnel in the general fund wages; - level of automation production control systems;



Ecologic	<ul style="list-style-type: none"> - recovery and preventing the negative environmental impact; - compliance with occupational health, industrial noise reduction; - equipment sanitary means of production units; 	<ul style="list-style-type: none"> - The costs of safety measures per employee, th. USD;
Laws	<ul style="list-style-type: none"> - the rights of consumers; - documentation to ensure compliance with established standards of products, - independent supervisory bodies; 	<ul style="list-style-type: none"> - State Standards; - Regulations and acts;
Social and psychological	<ul style="list-style-type: none"> - training employees; - organization of consumer services and catering; - collective decision-making; - establishing psychological climate; - creating an atmosphere of creative collaboration; 	<ul style="list-style-type: none"> - turnover ratio; - the growth rate of effective incentive payment; - the level of workers social package;
Technical and technological	<ul style="list-style-type: none"> - enhancing progressivity of equipment used; - mechanization and automation; - improving production equipment tools and devices; - enhance progressivity technology; - providing high technology equipment service quality control; 	<ul style="list-style-type: none"> - assets ratio; - proportion of advanced equipment in the total value of the equipment; - renewal rate of capital; - costs for innovative renewal process; - R & D spending;
Marketing	<ul style="list-style-type: none"> - study of demand for products; - organization to find new markets; - competent advertising policy of the company; - rational organization of the pricing policy; - provision of services; - ensuring competitive advantages of the product; 	<ul style="list-style-type: none"> - ratio sale of commodity products; - ratio of market development; - return on sales;

Source [made by the author]

Conclusion: So, we can conclude, that organizational and economic mechanism of corporation's management is a targeted mechanism of realization economic interests of the formation and resource allocation, and corporate profits. Managing of realizing the interests of participants in space and time through the organizational and economic mechanism of corporate management allow subordination and the development of company's objectives of sustainable development. It involves not only the growth of the corporation, but also fair distribution of economic performance company between all parties and compliance while achieving the goals of share society public interest concerning territorial economic development, environmental safety, absence of citizens' discrimination by any principles[5, c. 83].

Scientific novelty of this article is a systematization of functions of corporate management for certain types of management actions and improvement of organizational tools of economic management mechanism with the addition of



special tools of corporate management. The results of research can be used as a theoretical basis for further researches and advanced study tools and other key structural elements of corporate management and effectiveness of the organizational and economic mechanism of a corporation as a whole.

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Література:

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Анотація. У ринкових умовах усе більшого значення набуває саме організаційно-економічний механізм управління, застосування якого обумовлено тим, що він ґрунтується



на об'єкті і суб'єкті управління, залишаючи за ними свободу вибору господарських рішень.

У дослідженнях науковців досі не сформовано дієвого, комплексного та ефективного інструментарію організаційно-економічного механізму управління корпорацією.

Головною метою дослідження є побудова структури організаційно-економічного механізму управління корпорацією із визначенням її інструментарію.

В статті проілюстровано зміст та структуру організаційно-економічного механізму управління корпорацією. Надано перелік інструментарію управління корпорацією, що дозволяє розглянути процес формування організаційно-економічного механізму на рівні ресурсного та функціонального забезпечення.

Науковою новизною цієї статті є удосконалена система інструментів організаційно-економічного механізму управління із додаванням до неї особливих інструментів корпоративного управління.

Ключові слова: інструменти управління, корпорація, механізм, організаційно-економічний механізм, управління.

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