

## **CHANGES IN THE ORGANIZATION: ADMINISTRATIVE ASPECTS**

The environment, in which business operates, has very rapid and continuous change. As a result, it is now opened to new opportunities and also threats.

Change management becomes a necessity for companies under external and internal factors: industrial and technological, financial, economic, cultural, organizational and technical ones others.

Under any circumstances, the change management objectives are to increase revenue and reduce costs.

While making changes, the major thing is decision-making, the specifics of which is it's hierarchy, performance, focus on results. The decision may have strategic and tactical nature. Managerial decision is considered as dealing with specific organizational issues.

Choosing the administrative decision is due situational factors and behavioral nature that appear in certain stages of change.

The change decision-making step starts with awareness of external and internal factors.

Stages of the process can be complicated. For implementing them, it is essential to support staff in the process of change. Corporate culture plays an important role for the loyalty of staff to the change process. The consequence of errors of management could be staff resistance, as a typical reaction to any change through ignorance, lack of confidence in the future, a sense of injustice.

Effective resistance management staff allows the company to quickly stabilize the process of change and adapt to it. The important role is played by the same coordinated work of managers at all levels in the process of management decision.

Consideration of all factors and conditions for enterprises in the process of change makes it possible to make optimal effective management decisions.