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FUNCTION ORGANIZATION STRUCTURE

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Резюме – Выбирая структуру организации для своей компании, необходимо учитывать необходимость контроля. С учетом возможности и полноты контроля могут реализовываться различные сценарии управления. В данной статье типы организационных структур рассмотрены с точки зрения возможностей контроля работы исполнителей.

Resume – When choosing the organizational structure for your company it is necessary to consider the necessity of control. Regarding the possibility and complexity of control different scenarios of management can be implemented. The article studies the types of organizational structures from the point of view of controlling the employees' work.

Introduction. Choosing the right organizational structure for your company, it is like choosing a new car. At the beginning, you are always looking for something that can take you and your passenger from one point to another without any problem. But despite this, there are lots of options to consider them. It can be Automatic or Mechanics? Four-wheel drive or two? Bright or dark colors? Sedan or station wagon?

Main part. Your working style depends on the type of organization you are working in. The type of organization dictates your role, responsibilities, working culture. In a functional organization, you may have a static role, while in other types of organization structures you may have dynamic roles. In a functional organization structure, you will report to the functional manager, while in other types of structures, you will report the project manager in a function organization structure, you report to the project manager, whereas in a matrix organization structure, it depends on the type of matrix.

A functional organization structure is a hierarchical organization structure where people are grouped as per their area of specialization. These people are control by a functional manager who have already worked for many years in this area.. This expertise helps him make right decisions quickly and command em-

employees. They understand each other and go to one goal together. The organizational chart for a functional organization structure consists of president, vice president, finance department, sales department, customer service, administration, etc. Each department will have its own department head who will be responsible for the performance of his section. It helps the organization to control the quality of performance. These different departments are sometimes called as “silos”. It means that each department works in its own sphere and in no way communicates with other departments, they immediately send their results to the heads of their department. The communication flows through the department heads to the top management. Here, all authority (i. e. budget allocation, resource allocation, decision making) stays with the functional manager. The project manager does not exist in this type of organization structure. Even if this position exists, the role of the project manager will be very limited and he will need permission from the functional manager to fulfill his requirements. The functional organization structure is suitable for an organization that has ongoing operations and produces standard products or goods, transport for manufacturing industries. Picture 1 visualizes the performance of this organizational structure in a hierarchically structured company.



Picture 1 – Functional Organization Structure

Source: [1]

Advantages of the Functional Organization Structure:

- Employees are grouped by their knowledge and skills, which helps achieve the highest degree of performance.
- Employees are very skilled. Efficiency is gained because they are experienced in the same work.
- The hierarchy is very clear and employees do not have to report to multiple supervisors. Each employee reports to his or her functional manager, which reduces the number of communication channels.
- Employees have a clear career growth path.

Disadvantages of the Functional Organization Structure:

- A highly-skilled employee costs more.
- The functional manager pays more attention to his department; he usually does not care about other departments.

- Employees may have little concern and/or knowledge about events outside their department. This causes obstacles in communication and cooperation.
- Due to bureaucratic hierarchy, delays frequently occur in decision making.

Let us consider the most common company in our country BelAZ, which makes heavy trucks. The divisions have a linear system, which is formed on the basis of linear vertical relationships between management bodies in the form of a hierarchical ladder. The linear members of the management organization are in the direct line submission to the head of a higher level. Each employee reports to only one supervisor and is connected to higher levels of management only through a direct supervisor. The company operates a well-established management apparatus, there are constant relationships between departments; powers and responsibilities are distributed in accordance with the duties performed. Management functions are performed in accordance with the regulations on independent structural divisions of the enterprise, regulations on officials, job descriptions, enterprise standards, and methodological documents of the system.

The plant includes departments and departments that ensure the creation and development of new technology, technical and economic planning, accounting, logistics, marketing research, product sales. The functions and tasks of organizing and managing production at the BelAZ Republican Unitary Production Enterprise are assigned by the relevant provisions to specific units and job descriptions of their managers. Management of the current activities of the enterprise is carried out by the Board of Directors, headed by the General Director.

General Director: organizes all work and is fully responsible for the activities of the Association; represents interests in institutions, organizations, disposes of property and funds within the rights defined by the contract; opens settlement and other accounts in banks, approves the staff, issues orders and gives instructions that are mandatory for all employees of the Association; directs the Association's Directorate and directly the General accounting and special work group.

Technical management, headed by the technical Director, production Director and Director of the scientific and technical center, provides the following functions: ensuring the life of industrial and socio-cultural objects; ensuring constant improvement of the level of technical preparation of production, its efficiency and reducing material, financial and labor costs for production, work; managing production shops and departments of the enterprise; ensure regular production of quality products all departments and divisions of the enterprise; organization development activities to improve operational planning, the current account for the production and mechanization of the dispatching service, the introduction of technical means of information transfer and Supervisory control; control timely and quality execution of operational plans of primary production and treaties.

Conclusion. As we can see from the example of a major player in the market of agricultural machinery production that uses this type of organizational structure, we can conclude that this type of structure is popular both in our coun-

try and abroad. Thanks to the good work of the management part of the company, our tractors and other machines are known outside of our country. This type of structure is also suitable for other major manufacturers in our country. based on this, we conclude that the Republic of Belarus, and in particular BelAZ, successfully applies the functional organizational structure in practice. With further successful management at the plant, we can expect that our production will gain popularity not only in our neighboring countries.

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THE ROLE OF BORDERS IN NATIONAL ECONOMIES

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Резюме – Мы живем в непростое время, мы сталкиваемся с различными проблемами на протяжении всего существования человечества. Управление страны сперва заботится о защите народа, именно по этому принимаются различные меры. Не секрет, что если ситуация в какой-то степени выходит из-под контроля, то решение о закрытии границ спасает людей. Однако оказывает достаточно отрицательный эффект на мировую экономику. В данной статье речь пойдет о важности границ в экономике стран.

Resume – We do not live in a simple time, we to face various problems throughout the entire existence of humanity. The government of the country first cares about the protection of the people, that is why various measures are taken. It is no secret that if the situation gets out of control to some extent, the decision to close the borders saves people. However, it has a rather negative effect on the world economy. This article will focus on the importance of borders in the economy of countries.

Introduction. This problem can be analyzed by examining the open and closed economies of countries. A closed economy is an economy that takes place only within a certain country and does not depend on actions related to the