

bonus, which can amount to a year's salary. All others, i.e. those whose ideas are rejected by the department, also receive a bonus, but in a smaller amount. "Quality circles" are a clear example of the work of creative management and its implementation at the enterprise. According to some estimates, the work of the circles allows Japanese companies to save 20-25 billion dollars annually.

Now we can conclude that successful organizations increasingly recognize the importance of creativity and innovation for achieving competitive advantage. Creative management involves the development of a special program that promotes and supports employee idea initiatives, encourages experimentation and risk-taking, and provides flexibility and openness within the organization. With the help of creative management, a favorable environment for innovation is created and the level of motivation in the team increases. It must be taken into account that creative management requires not only innovative approaches, but also competent management of processes, resources and communications. Thus, the application of creative management principles contributes to the development of the organization, its successful adaptation to changing market conditions.

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MAIN RENEWABLE ENERGY SOURCES IN BELARUS AND THE UNITED KINGDOM

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Since time immemorial, humanity has been in constant search of improvements in its way of life. This search has led to the development of many

technologies, tools and hunting methods, all with the aim of improving the quality of life. In modern society, energy consumption has become one of the key aspects influencing development, while the demand for energy in the world continues to grow steadily. There are two types of energy: renewable and non-renewable. Renewable resources include solar energy, wind, biogas, water resources and biomass, while non-renewable resources include coal, oil and natural gas.

This review examines the main directions of the development of renewable energy sources in two different countries: Great Britain and Belarus.

The country, which was one of the first to realize the need for changes in the energy sector, is actively increasing the production of electricity from renewable sources. According to a study by Imperial College London published on May 11, 2023, the energy generated by wind farms exceeded the volumes received from gas-fired power plants, which was an important milestone. Wind farms installed both onshore and offshore play a significant role in the country's energy balance.

The BBC reports that in the first quarter of 2023, wind energy accounted for a third of all electricity generated, and in April of the same year, National Grid recorded record levels of solar energy generation. At the same time, coal is sometimes used to ensure energy stability, although the long-term strategy is aimed at a complete transition to carbon-neutral energy by 2025. It is noteworthy that in January 2023, 90% of the country's energy was produced from sources with zero CO₂ emissions.

In the absence of its own significant energy resources, Belarus is looking for alternatives to renewable sources. Currently, attention is being paid to the use of wood fuels, which account for almost 97% of the total renewable energy in the country, due to its economic advantages and payback rate. Other sources, including water, wind and solar energy, make up only a small part of the energy portfolio, but research and development is underway to develop them and increase their share in the overall energy balance of the country. Bioenergy is becoming an important field, including the use of woodworking waste, agricultural activities and household waste as energy sources, which is ideal for the conditions of Belarus.

Belarus and the United Kingdom, although they are in different conditions and have different energy needs, are actively striving to develop renewable energy sources. Biomass plays a key role in Belarus, but interest in solar and wind energy is gradually growing. The UK, being the leader in the use of renewable energy sources among European countries, relies on wind energy, demonstrating its desire to reduce greenhouse gas emissions and switch to environmentally friendly energy.

Thus, both countries demonstrate active efforts to reduce dependence on traditional sources and reduce harmful effects on the environment, while at the same time ensuring sustainable development and promoting renewable energy sources as a key element of the future energy balance.

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FEATURES OF A MANAGER'S WORK

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The job of a manager is to control and coordinate the work of his team, to ensure the effective and efficient implementation of the assigned tasks. They are responsible for setting goals, guiding and supporting their team members, and evaluating their performance. Managers also play an important role in creating a positive work culture and maintaining employee morale. They act as a liaison between senior management and employees, communicating organizational goals and expectations, and representing their team's interests and feedback. In addition, managers are responsible for managing resources, budgeting, and making strategic decisions that align with the organization's goals. Overall, a manager's job is to lead, inspire, and contribute to the success of their team and the organization as a whole.

There are several features or unique aspects of a manager's job that set them apart from other roles. Managers are responsible for leading and directing their team to achieve the organization's goals. They must possess strong leadership skills to inspire and motivate their employees. Leaders often have to make difficult decisions that can have a significant impact on the organization and its employees. They need to consider various factors and weigh the pros and cons before making decisions. Managers are involved in strategic planning, setting goals, and organizing resources to achieve those goals. They must have excellent organizational skills to manage their team effectively and allocate resources effectively. Managers need to be effective communicators, both in communicating information to their team and in listening to their employees' concerns and feedback.