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MANAGEMENT CULTURE OF THE PERIOD OF SEARCH FOR
UKRAINIAN STATEHOOD

Studies of state-building traditions in Ukraine are always relevant, especially today in the context of the military conflict with Russia. Scientific research on the formation of management culture in Ukraine since the formation of the Cossacks until the late 20s of the twentieth century needs further study, as they are little studied, and the concept of "management culture" as a slice of management has appeared in scientific discussions recently. Knowledge and understanding by modern managers of the main national features of management culture is a requirement of time, and they were born and established in the period that we study through the analysis of sources.

The history of the creation and establishment of Ukrainian statehood is both heroic and tragic. In different historical periods, it had its own characteristics, its own heroes, its own ideologues, inspirers and guides. The proposed article is a continuation of the analysis of the role of management culture in this process in the publication "Socio-historical sources of the formation of management culture in Ukraine in ancient times."

The Cossacks brought certain traditions to the administrative culture of state formation: equality, brotherhood and mutual assistance, justice, the primacy of spiritual and physical strength, solidarity and collectivism, the authority of the leader, military experience, etc. An important place in the creation of Ukrainian statehood was occupied by national liberation B. Khmelnytsky. New values appear in the management culture, such as: understanding and awareness of the need for the Ukrainian state; formation and formation of Ukrainians as a social community which included various segments of the population; legislative registration of the bases of state-building searches, which are declared in such historical written sources - the Constitution of Pylyp Orlyk, the chronicle of Samiil Velychko, "Acts of contemptuous armor" by Hryhoriy Grabianka. The historical period of the end of the XIX - 20s of the XX century is an epoch of liberation struggles when the outstanding Ukrainian figures have begun the scientific and public and political activity: M. Kostomarov, M. Drahomanov, M. Mikhnovsky, M. Hrushevsky, V. Lypynsky, D. Dontsov and others. The views of these scholars and public figures, as well as the main management ideas of the Cossack period and further liberation struggles on ways and principles of building Ukrainian statehood remain relevant today, and theoretical and practical developments in the field of management culture are little studied and need attention and analysis.

The aim of the article is to analyze the main trends in the formation and development of management culture from the Cossack era to the 20s of the twentieth century.

Management culture significantly affects management work. The classics of managerial thought wrote about this, beginning with M. Weber, F. Taylor, H. Fayol, and ending with modern researchers — H. Simon, D. Held, A. Heuser, and others.

Our Ukrainian scientists, about whom we wrote earlier, also made a certain contribution to the development of this scientific problem. They paid attention to the national peculiarities of the formation of administrative culture, ways of building the Ukrainian state, the role and importance of administrative culture in state-building processes. Prospects for further research are the analysis of management activities and identifying features of management culture of the period before World War II and the national liberation struggle of the OUN UPA, Ukraine's accession to the USSR, features of approaches to understanding management culture at the present stage of public administration reform in Ukraine.