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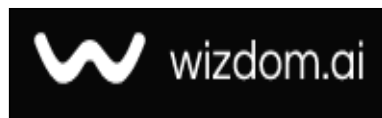
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The Most Important Aspects Of The Democratic Governance Style In The Modern Human Resources Management System

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Abstract. The modern human resources management system requires a manager to feel highly human. Therefore, research is a dose. The article analyzed the comparison of management styles and made conclusions through deductive methods.

Keywords Management of Human Resources, Democratic Governance Style, Leadership, Management.

The diversity of personality types of leaders and the diversity of their management styles directly affect the trend in the development of communities. By closely monitoring the work of several managers on the team, we can see the difference in the formation of working relationships. The boss directly affects the results of the company. This fact may explain why some companies are closed, while others still live and thrive in times of crisis.

The personality of the supervisor, management styles and company results are closely linked. By combining several methods of leadership, it is possible to approach the ideal result. After all, the style and effectiveness of a leader is something indispensable.

A brief description of leadership styles

Management style is a framework of relationships between governing and subordinates and the ways in which these two groups interact with each other. The activities of subordinates, the environment in the community, and its ability to achieve goals and tasks depend on the quality of these relationships. There are five types of leadership style in team management.¹

The renowned American-German psychologist and writer Kurt Levin published and defined three leadership styles that later became classics in the 30s of the last century. After some time, they were added incompatible and situational methods. By studying the table about a brief description of the manager, we can reflect on the optimal management style.

Table 1

Brief description of management styles²

Rendering type	Positive Features	Negative Qualities
Authoritarian	Takes responsibility, quickly makes decisions, clearly defines the tasks	It does not tolerate criticism, does not resist, does not take into account the opinions of others, puts job interests ahead of people.
Democratic	Works in a team, open to new ideas,	Much advice, which may delay

¹ E. E. Nuraliyev "The importance of leadership in enterprise management" 2016

² Paul Kleinman "Psychology. People, concepts, experiments" LLC "Mann, Ivanov and Ferber", 2019
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	takes into account team opinion, allows others to take responsibility	decision, can give authority to the wrong hands
Liberal anarchist	Lack of pressure on employees, good mood in the team allows you to take a creative approach to solving problems	Lets go of lazy and spiritual degradation in the community, lets go of control, weak control (robbery and breach of duty)
Incompatible	Not Found	No specific goal, no specific tasks, no understanding, no team breakdown environment, poor performance, no money
Situation	High-quality management of staff, gets into a situation, always knows how and what to do, no favorites and antiques, helps with development, grows leaders, encourages creative approach to business.	As the years go by, she becomes liberal, loses her own arm, unscrupulous workers sit around their necks, don't know how to relax, they work "to wear and tear."

From the data in the table, we can see that the democratic governance style is the style best suited to today's worldview of society. This method of work involves the equal distribution of commitments and obligations among the employees of the company. The Democratic leader gathers a team of those under his control who can rely on his surroundings. A team that solves issues and even launches complex projects, and for that you don't have to force or intimidate employees. At the same time, there will be responsibility, since the Democrat is not a liberal-to-all person, but a leader with a clear outcome.

Democratic controllers conquer the heights in both business and politics and authoritarian rule. Only they create a more hospitable atmosphere than autocrats.

Characteristics of the manager

Clearly, but at the same time people who don't put their ego first are keen on a democratic style. The Democratic leader is a peaceful fighter: he will not be the first to start a war, but if they have attacked, they must fully respond within the law. Such a management style of leader creates a friendly atmosphere in the team and helps keep employees engaged in solving problems to some extent creatively. Such a manager can think about relaxing, helping or buying new equipment for the company without any special claims. If you provide your ideas or inquiries with a database of evidence, then it is possible to persuade the leader to make a positive decision on your issue.

Relationships with those under their control

Friendships, business relationships are formed, they can become friends, although this is rare. Whatever manager's management styles, remember that this is a manager and you don't have to cross the border. The Democratic leader approaches those under his control humanitarily, enters their position to a certain limit, easily organizes gifts for excessive performance of motivational competitions or plans.

People with such a management style feel good about themselves in mid-level positions, such as as head of department or head of a city district. Even in companies with an authoritarian management style, in departments where there is a Democratic leader, "their environment" develops - the authority of the head of the department is higher than that of the head of the organization.

One of the shortcomings is that the Democrat can play as a "friend," then more conflicts and conflicting situations arise instead of jobs. The shift from achieving goals to focusing on employees will not bring the team closer to achieving goals. In this case, the Democratic leader will lose his reputation and the level of influence on the team, but he will still receive a bonus in the form of a fine or order, although such bosses rarely use it.

Problem solving

Problem solving is initially associated with the development of a community action plan. After that, performers are selected taking into account the skills and abilities. Such a leader, without any resistance, invites an outside expert to the team and listens to his opinion. By the way, none of those under his control are forbidden to express their opinion, because the manager is engaged in achieving the result, and he understands that there is a risk of losing something important.

When planning deadlines, he sets a time limit on the plan, as it takes into account the likelihood of employee errors and still needs time to fix them. If difficulties arise in the work process or everything can be done differently, the manager will easily reset according to the circumstances, even though he really doesn't approve of it.

Mode of communication

The Democratic leader chooses a generally accepted communication style. You can go to her office and "steal" her for some time. He listens to the opinions of employees, especially if words are verified by facts and figures - it is worth using. Such a leader should not be pressured - although he is soft, he bends like a bamboo, and if you press hard, he will respond seriously. Whatever the leader, he will have different styles and management methods. The best way to communicate is by cooperating. You must act within the limits of the assignment without interfering with the deadlines. If you can improve or resume work, you should immediately contact your boss, notify him or her.³

In conclusion, in the modern human resources management system, the masterpieces of the Democratic governance style are evident and are the most acceptable solution to governance today.

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