

EMPLOYEES LIKE A KEY FACTOR OF EFFICIENT ORGANIZATION MANAGEMENT

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Abstract: This paper examines the importance of team in a corporate structure. Any enterprise is primarily the people who work in it, every manager should identify people at office, has to create the successful team with well-prepared managers. This article summarizes the main roles of those team members who facilitate a company's effective functioning.

Keywords: organization, efficient system of management, human resources, manager, modeling, efficiency, business analyze, analyst,

Nowadays there is a myth that the only thing necessary for an organization to run efficiently is the special software and several skilled specialists who will do the main work. However it is not true, because the latest software can't provide you with qualified management system. It is aimed to direct and should be controlled by qualified people. So CEO should build maximum efficient system of management which comprises all the specialists doing specialized job. Therefore, to make your organization work effectively several main team roles are necessary (Sharon et al.,2009)

One of the key figures in a team is a Business Analyst. The position involves such responsibilities as process analysis and definition of requirements. A Business Analyst also works with project stakeholders (interviews, surveys, brainstorming, focus groups, etc.) in order to achieve the following goals:

1. determine the current status of the organization;
2. determine the point of view of stakeholders on the project objectives, processes , the structure and
3. other elements of the system of the organization;
4. examine information from stockholders to assess the risk in specific programs with investment prospects;
5. determine the needs of stakeholders development / improvement of the management system;
6. identify and further clarify the requirements for the system. (Якбсон и др.,2002)

It also should be mentioned that such specialists prepare requirements of management system.

The position of a Business Analyst requires the following list of individual characteristics:

1. developed communication skills;
2. basic knowledge and practical experience of modeling business systems;
3. knowledge of modeling notations and techniques of management supported by system business modeling. (Якбсон и др.,2002)

Another important team player is a Business Architect, who is responsible for the design phase, as well as key decisions in the processes of business analysis, business modeling, and development and reviewing project documentation as requested to ensure it meets standard, is horizontally integrated, and fulfills the process strategy of organization. This specialist also identifies all control elements of high-organizations (business architecture of an organization) and their interconnection, and monitors the integrity of the business architecture throughout lifecycle of management system. The following individual requirements are needed (Якбсон и др.,2002):

1. deep understanding of the architecture of organization's information systems, systems engineering;
2. deep knowledge of management of an organization, management projects, business analysis;
3. knowledge of techniques and management standards supported by the system of business
4. modeling, practical experience of implementation / use;
5. knowledge and practical experience in the usage of business systems modeling;
6. developed communication skills. (Якбсон и др.,2002)

One more important staff member is a Business Process Modeling Specialist, who leads the development and analysis of business processes and their corresponding models for the project at all stages of the project. It is known as detailed modeling of system elements (maps objectives, business processes, and organizational structure). There are also some individual requirements, such as:

1. thorough knowledge and practical experience in using of the selected systems business modeling;
2. knowledge of modeling notations and techniques of management, system supports business modeling.

It's necessary to mention a Development Specialist in organizational management system of documentation. This specialist is in charge of the process of developing the system documentation for organization management at all stages of the life cycle and generating documents. Specific individual skills are required:

1. thorough knowledge and practical experience in using the selected systems business modeling;
2. language programming skills in the volume required to the reportable development of reports;
3. good command of such programs as Microsoft Word and Microsoft Excel. (Якбсон и др.,2002)

The last but not the least staff member is Quality Specialist. This position involves such responsibilities as quality assurance in business process analysis, business modeling, development of the documents for management system of an organization. This person participates in the development of management system, ensures that data and information are sufficiently accurate and reliable, conducts QA monitors, reviews and analyzes data and documentation. The individual requirements are:

1. basic knowledge and practical experience in the use of business systems modeling;
2. knowledge of existing external and internal standards of paperwork;
3. experience in working QA controller;
4. perseverance, attentiveness. (Якбсон и др., 2002)

As it can be seen, it is possible to identify five key roles of performers who will participate in the project management system of an organization. They perform very different functions, has different areas of responsibilities and qualifications. Naturally, for smaller organizations, some roles may be combined with basic rules: for example, a business architect can also serve as business analyst, or a professional in business modeling. The basic rule is that it should not be an apparent conflict of interests, e.g. specialist in the development of documentation management is unable to perform the role of quality specialist, as there will be a drop in quality. (Sharon et al.,2009)

Thus, the construction of an effective team is the key to success of an enterprise; every leader must realize this, and hire personnel using the scheme given.

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