

Abstract of the Article

“The Retrospective Analysis of the Formation of the Theory of the Organizational Staff Behavior”

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The aim of the article is to generalize the grounds and results of the previous researches of the social psychological sources of the human activity intensification in the social environment in whole and particularly in the economic environment, and to identify new methods of the investigation problems of streamlining the organizational staff behavior.

The history study of forming the organizational behavior generates a strategic thinking, a skill to use the interdisciplinary approach to the development of the management scientific grounds. The analysis of the research stages of the human activity in the social environment showed the intensification of the attention to this phenomenon not only of the famous economists, psychologists, sociologists, social psychologists but also the phenomenon of the specialists in management.

The retrospective analysis of the human activity research in the social world gives confidence in the appropriateness of the further researches in the context of the induction deduction at an interdisciplinary level and indicates that the problem of the complex research of the behavioral form of labour activity of the manufacturing company and intellectualization processes of its capital has arisen. A clear paradigmatic construction of the staff behavior theory in the organization with logical models is impossible, it is necessary to focus on the socio cultural paradigm that enables to take into account and to create the uniqueness of organizations.

The researches of the scientists of different schools furthered the development of the general theory of the cooperation of peoples' behavior in the formal organizations at every stage of the development of the theoretical grounds of human behavior in the economic environment. They have been partly reflected in manuals and studies in issues of the management of the labour activity of enterprise staff. Nowadays in the acceleration of the intellectualization and informatization of the economic sphere of the society it is necessary to go on with them in identifying conditions and factors that influence this activity and developing standards of the organization of a collective creative worker.