

MODERN CONCEPTS AND THEORIES OF STATE MANAGEMENT OF THE SYSTEM OF SOCIAL WORK

CONCEITOS E TEORIAS MODERNAS DE GESTÃO ESTATAL DO SISTEMA DE TRABALHO SOCIAL

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Received: 9 Jan 2023

Accepted: 20 Feb 2023

Published: 16 Mar 2023

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Abstract: An analysis of valid theories and conceptual approaches of state management was conducted in modern concepts in order to determine positive and negative aspects and their influence on society based on various criteria. The purpose of the academic paper is to consider the definition of various management concepts and theories, to analyze the degree of adequacy of applying state governance in the system of social work. The following methods were used in the course of the research: analysis, synthesis, generalization, explanation and qualification of data. The primary sources for comprehending the present research are the fundamental concepts of management in the works of such foreign researchers as E. Downey, A. Etzioni, D. Easton, G. Laswell, O. Morgenstern, G. Simon, C. Lindblom, J. March, etc. The academic paper provides a generalized description of various schools of governance that have developed over the past century. Several new models-approaches to managing social development have been studied. It has been proved that the modern state management of the system of social work is developing as a state and public governance involving civil society based on social partnership. The degree of adequacy of modern theories and concepts for applying in managing the system of social work by the state is analyzed. The research author has proposed a transitive theory of state management of the system of social work.

Keywords: Concept. Conceptual Approach. State Management. System of Social Work. State and Public Governance. Civil Society. Transitive theory.

Resumo: Uma análise de teorias válidas e abordagens conceituais da administração do Estado foi conduzida em conceitos modernos a fim de determinar aspectos positivos e negativos e sua influência na sociedade com base em vários critérios. O objetivo do trabalho acadêmico é considerar a definição de vários conceitos e teorias de administração, para analisar o grau de adequação da aplicação da governança do Estado no sistema de trabalho social. No decorrer da pesquisa foram utilizados os seguintes métodos: análise, síntese, generalização, explicação e qualificação dos dados. As principais fontes para a compreensão da presente pesquisa são os conceitos fundamentais de gestão nos trabalhos de pesquisadores estrangeiros como E. Downey, A. Etzioni, D. Easton, G. Laswell, O. Morgenstern, G. Simon, C. Lindblom, J. March, etc. O trabalho acadêmico fornece uma descrição generalizada de várias escolas de governança que se desenvolveram ao longo do século passado. Foram estudados

vários novos modelos - abordagens para administrar o desenvolvimento social. Foi provado que a moderna gestão estatal do sistema de trabalho social está se desenvolvendo como um estado e governança pública envolvendo a sociedade civil com base na parceria social. O grau de adequação das teorias e conceitos modernos para aplicação na gestão do sistema de trabalho social pelo Estado é analisado. O autor da pesquisa propôs uma teoria transitiva da gestão do sistema de trabalho social pelo Estado.

Palavras-chave: Conceito. Abordagem conceitual. Gestão do Estado. Sistema de Trabalho Social. Estado e Governança Pública. Sociedade Civil. Teoria da Transição.

1. Introduction

The XXI century was marked by the birth of a new period. The artificial society was replaced by the post-industrial one, characterized by global and educational and communicative metamorphoses. It is obvious that the reform of state governance is naturally determined. It should be accompanied by developing new fundamentals and principles of functioning. This does not mean that valid abstract propositions should be ignored. The applicability of particular provisions is not a matter of incredulity. However, they should be applied with annexes or combining the common features of several ones, taking into account the political, economic, social-artistic conditions of each society, region.

At the same time, it should be noted that developing new generalizations of the state's functioning, according to Y. Surmin "contributes to considering three groups of radical changes in society on positioning the entity, public society and the global community", directly influencing each other, and, consequently, fluctuations in the system of functioning (Y. Surmin, 2000).

The author insists on strategic planning, which will make it possible to forecast both the development of society as a whole and its individual systems. However, the improvement of abstract approaches should be based on the accumulated global and domestic experience of building an effective system of state governance. It is necessary to take into account a part of the personality's individual freedom, which can simultaneously complicate and smooth the work process. Thus, several conditions are put forward for developing and supporting new generalities on the subsystem of exposition of a special value: democratization of activities through de-bureaucratization and decentralization and social cooperation with the public sector; scientific ability and intellectual achromatism; promoting the implementation of inventions and anti-crisis activities; public control; protection of people's rights. It can become a value-design-technological concept of state governance that combines association,

functioning and operational technologies. The purpose of the academic paper is to consider the definition of various management concepts and theories, to analyze the degree of adequacy of applying state governance in the system of social work.

2. Literature Review

Ultra-modern domestic scientists note significant shifts and the search for new paradigms in the direction of state governance. This is due to Ukraine's choice of the vector of European integration and orientation towards decentralization, raising social norms, developing the activity of civil society, reforming almost all spheres of Ukrainian society, as well as the sphere of state governance.

The latest realities of this moment focus on making inventions in this area based on the principles of integration and internationalization. General provisions of this direction are considered in the workshops of numerous foreign experimenters, such as E. Downey, A. Etzioni, D. Easton, G. Lasuel, O. Morgenstern, G. Simon, K. Lindblom, J. Berezen, etc.

In addition, well-known sociologists also made an unconditional donation of the content of functioning problems, including M. Weber, T. Parsons, R. Merton, P. Berger, etc., political scientists, including R. Dahl, M. Polsbi, G. Wright, P. Bourdieu, K. Offe, M. Duverger, S. Rokkan, S. Lipset, etc., economists, including J. Schumpeter, J. Galbraith, T. Veblen, etc., and famous Ukrainian scientists, such as: V.D. Bakumenko, M.M. Bilynska, I.V. Valentiuk, K.O. Vashchenko, G.V. Yelnikova, V.S. Zahorskyi, S.V. Zagorodnyuk, O.S. Ignatenko, M.M. Izha, V.M. Knyazev, Yu.V. Kovbasiuk, V.I. Lugovoi, V.A. Landsman, A.A. Popok, O.O. Rafalskyi, S.M. Seryogin, Yu.P. Surmin, G.V.

Shtokin's secret, but, at the same time, the operation of general functioning and state governance in the field of the social work system still remains insufficiently studied.

3. Results

The activity of the social work system is entering a new stage of development in connection with the approval of the state-public form of activity, which was proclaimed in the early 90s of the last century since Ukraine had gained independence. It should be noted that metamorphoses in the practice of exploitation must take place after thorough scientific verification. In general, the following tendencies in developing the methodology of state governance can be identified within the framework of the classical approach, namely:

- transition from the paternalistic-liberal paradigm, according to which the emphasis of state duty shifts from the social protection of every citizen to the creation of conditions for the socially beneficial independence of the existing state, its transformation into a satellite of the state;

- activation of the necessary-realistic classical complex caused by the reform of state governance;

- the general dominance of the systemic paradigm, which has numerous abstracts that sometimes contradict each other; they are due to the difference in the methodological culture of civil servants and officers of the original state bodies;

- aggravation of the need for innovative, practical and institutional paradigms, which means understanding reforms as real innovative processes of an institutional nature.

The rapid pace of scientific and specialized development has brought to the fore those operating systems that can quickly master the results of inventions.

We cannot ignore world shifts and trends, as well as globalization's socially beneficial changes, the conformation of the structures of post-industrial society, strengthening migration processes, demographic extremes, and work practices in the ultra-modern world. Internationalization implies the need for transnational cooperation in the field of activity (Public administration).

According to the definition in the sociological encyclopedia, "Concept" (from the Latin *sapertio* - perception) is a way of understanding, interpreting processes or miracles; a system of justifications for a particular position, a set of views on a separate subject of research, a teaching, a theoretical direction or an approach, a leading idea; the form of a commanding ideological idea during the state policy formation or a document developed and approved in the prescribed manner.

It is considered expedient to pre-develop a scientifically based concept of significant political and legislative opinions in state governance. State governance is interdisciplinary wisdom. Therefore, it can be applied to consider general operating proposals. At the beginning of the XX century, an approach was established regarding separating various active seminars. Particular factors and principles of these approaches can be introduced in the state management of the system of social work. Some universal principles of A. Fayol (2003), modeling of extreme situations, proposal of the mortal factor or general provisions of the academy of behavioral knowledge "grew" from the academy of mortal relations. At the same time, the approaches listed above belong to the product sphere. They do not fully reflect the

specifics of functioning in the social sphere, to which social work belongs.

Table 1. Generalized characteristics of various schools in management

The name of the direction of the school of management	Representatives	The main idea of the approach
Scientific management	F. Taylor, F. and L. Gilbert, H. Gantt	It was related only to production. Achieving high efficiency is possible only under the conditions of analyzing the content of the work and determining its main components using various methods.
Classical or administrative school of management	A. Fayol, L. Urwick, D. Mooney, T.A. Reilly, A. Sloan	Implementation of universal principles of management, with the help of which the success of any organization was achieved
School of human relations (neoclassical school of management)	M. Follett, E. Mayo, R. Owen	Human relationships significantly affect labor productivity. It is based on new developments in psychology.
School of behavioral sciences	K. Arjaris, R. Likert, D. McGregor, F. Herzberg	The application of various components of social interaction, motivation, the nature of power, communications in organizations to increase the efficiency of human resources, both for an individual employee and for the organization as a whole

Thus, integrated approaches to functioning were developed in the XX century, namely: process-based (integration of interdependent functions of functioning), systemic (where the system is formed from subsystems, each of which performs a certain function), situational (choice of functioning styles in accordance with the existing situation). The crucial attributes of these approaches are unnaturally different from the initial propositions of early operations:

- firstly, the multidimensionality and diversity of connections with both the internal and the external environment;
- secondly, due to using synergistic effect;
- thirdly, consideration of the operation process as a dynamic and complex miracle to which it is impossible to apply a universal system and general principles.

The situational approach, in our opinion, is to a great extent identified with the approaches of state functioning of social work. The integration of process and system

approaches in the situational concept takes place due to the influence of external and internal factors, consideration and reviewing to achieve the set goal.

S. Covey (2013), characterizing the development of the operation proposal, singles out the following operational paradigms:

- the paradigm of scientific operation based on profitable man's activities and profitable stability. The optimal style of activity in such a situation is defined as authoritarian.
- the paradigm of earthly relations recognizes the social essence of a person along with the profitable one. The optimal style of activity is "benevolent despotism".
- the mortal treasury paradigm adds human brain matter to the first two. The style of activity is aimed at revealing a lethal possibility.

Principle-centered leadership complements the previous understanding of a person as a spiritual being and is based on a system of principles in the form of values, ideas, ideals, morals. Faith and trust are the basis of such work. M. Lukashevich was one of the first domestic scientists to analyze the abstract approaches of functioning in the field of social work. The scholar noted that the seminars of earthly relations, seminars of behavioral sciences in combination with systemic, process and situational approaches are the most acceptable (Lukashevich).

The system of social work is a dynamic and open system that responds to all changes of internal and external nature. Negative shifts and metamorphoses in society have a special impact. Consequently, the operation process is significantly complicated by the impossibility of predicting the development of extreme situations and their consequences.

Thus, it is expedient to consider several new models of approaches to the functioning of social development from these positions. These include synergistic, globalization, the model covering precious, ecological, agreement-integration, educational and innovative, commercial and social approaches, and new state governance. The effect of these models of approaches in management process is always enhanced by systemic and situational approaches, as well as quality work.

The new state operation is another intriguing approach in our research, which was formed as a concept and model of state governance in the 1980s.

It was the desire for existence of bureaucracy, hierarchical association, centralization, organizational stability, and a civil service based on conducting business under conditions of demand. This concept originated in the developed countries, namely: the USA, Great Britain,

New Zealand, Canada, etc.

The peculiarity of the transition to the new state operation is to use the principle of subsidiarity of combining operations, to approach the consumer of services, to comply with the criterion of efficiency, quality and profitability of the system of state functioning by creating a multi-professional platoon delegating powers from decision-making to monitoring the execution in accordance with the assigned tasks.

Based on this approach, the concept of “leadership” and not “administration” was used to describe the content of state governance. Under leadership, it is assumed that creating an integration system of state and non-state and transnational institutions or mixed structures is aimed at developing society and the solving acute problems.

This approach pays great attention to provocation and stimulation; however, little attention is paid to ethical principles and the significance of the public sphere’s features. Therefore, applying it relatively delicately in the state managing social work is expedient. This approach is suitable for creating large-scale social systems (Sociological encyclopedia, 2008).

Nevertheless, it should be pointed out the demand for a liberal approach (the 80-90s, if we consider the further development of generality in the functioning of the XX century), a political network (the 90s of the XX century - the first decade of the XXI century), as well as – open management (end of the first decade of XXI century).

The development of activities requires new approaches. In addition to requests – hierarchical bones, political results are required to ensure the interdependence of the state and civil society through implementing the concept of a “political network” (neo-managerialism). The so-called “political networks” arise in various spheres of society and represent a complex of structural connections between the political institutions of the state and society.

The main advantages of this approach are the interweaving of state authorities and civil society; the conclusion of agreements in the process of exchange of existing treasuries; joint sweats; lack of scale in management; the presence of a culture of consent.

Therefore, open management assumes considering the interests of the development of civil society, a high degree of management openness at any position for general supervision, and broad public participation in the functioning process. An open governance approach, where civil society, the republic and social functioning are crucial common features, is most suitable for state management of the system of social work.

Recently, the state authorities have been persistently involving the public in studying acute social problems, drawing operational conclusions and highlighting their actions, etc.

The ultramodern state functioning of the system of social work in Ukraine is developing as a state-societal backbone, as attention is focused on the influence of state and social tone regulation within the same environment.

In addition, state authorities and the public are equal subjects of the social work management process on the basis of social cooperation. Thus, it is necessary to take into account the participation of state and non-state structures, joint commerce in the work of social work. The concept of civil society is significant for understanding state-societal activity. Considering the definition of “civil society”, it means a society of citizens with a high income status, social, political and artistic features, which forms advanced legal relations with the state, society of equal citizens that does not depend on the state, but interacts with it for the sake of the public good.

Civil society persistently contributes to the processes of political democratization, the acquisition of legal features by the state, defending the material and spiritual independence of a person from the state, seeking a legal guarantee of such independence, protecting private and public interests of people.

W. Beh (2000) provided an alternative type of typological analysis or a multi-criteria typology of social work (as one of the types of social activity (40 types of activity according to different criteria).

A meaningful description and the advantages and disadvantages of each type are given. Particular attention is paid to centralized and decentralized operations. These are noteworthy social work operations existing simultaneously in practice.

During decentralized functioning, the main powers regarding the functioning of the social system are delegated to the lower levels of the operational system of social work while preserving the hierarchical structure of the institute of social work, in a public position, the refusal of concentrated opinions on important operations for the strategy development, cooperation and recommendations.

As a result, the project operation of social work will be broader. The primary task is the harmonious outcome of social problems, which make up the program of applicable behavior. Functions and all operational association characteristics are related to it. The optimal structure of public administration can be a matrix organizational structure, which provides for the delimitation of powers not according to spheres of activity or the compass of activity, but according to the problematic nature of operational thoughts.

It should be noted that Ukrainian society at this stage belongs to transitive societies.

These are the societies of Eastern Europe and the countries of the former Soviet Union. Therefore, the “proposal of social networks”, which is associated with the participation of civil society and its positive influence on political and executive processes, can become relatively promising in the state management of the system of social work in the conditions of a transitional society.

In general, a social network is defined as spontaneously or purposefully formed. It comprises a relatively stable and ordered set of vertical, cross-connections of state and non-state subjects of social tension (individuals, groups, associations, and institutions).

Common interests, resource or other interdependence conditions, and solving specific or changing problems by concluding a particular agreement (not necessarily in the general public interest) may be the reasons for their circumstances.

When studying networks, several subtle styles, and unified representations of networks in the form of matrices and graphs are used, as well as subtle expression of transitivity, centrality (Marsh D. and Martin S. Understanding Policy Networks, 2000).

In our opinion, in such a case, it would be possible to develop a unique transitive (transitional) proposal for the state functioning of the system of social work.

Its essence is as follows: rapid response to changes (for instance, deterioration of social work provision, increase or decrease of vulnerable segments of the population in need of social support (IDPs, ATO participants and family members, etc.), reforming of the social sphere and other unexpected situations); inflexibility and structural restructuring of social status; creation of interdepartmental councils of state cooperation in all situations of state governance, monitoring and adaptation of proposed social programs involving all state budgets and transnational benefactors to support changes; transparency and use of information and communication technologies, etc.

We fully agree with the statement of foreign experimenters that “an effective operation is always an operation based on the circumstances that arise, that is, a situational operation”.

4. Discussion

A social operation is an action conducted in mortal society by people in relation to people. A person represents both the subject and the object of the operation. Therefore, in operating systems serving in the social field, the main and controlling factor is the death

factor.

The action takes place in almost every society and in any philanthropy on the earth. Its claims, forms and styles may change depending on literal, environmental, political and other circumstances. The need for the operation remains unchanged.

Social operation is aimed at ordering and coordinating the joint behavior of people to achieve the assigned task. The objective necessity of the emergence and development of activities in the social sphere is determined by the social nature of work.

The operation itself does not create spiritual and material values, but contributes to the optimization of individual efforts of individual players. The essence of the operation is revealed in efforts, which by their content influence on the will and gestures of people, their connections and common behavior. Such impact does not arise by itself. The driving force behind the operation is the mortal mind and will. Due to this, operational influence is targeted, that is, it determines the direction of joint work, its intermediate and final results.

The operation is necessary there and then, when it is necessary to combine the behavior of a certain number of people in order to achieve a common goal. Each person manages his own behavior; however, in order for a group of people to carry out a certain coordinated behavior, it is necessary to define common claims, ways of their implementation and direct the movement of each member of the community to achieve them. This is the organizational focus of the operation. To organize means to distribute people in space and according to functions, provide them with workplaces and means of work, establish their commerce in work and social life, and expand their creative possibilities by coordinating and concentrating their sweat.

Therefore, a social operation is the implementation of establishing, organizing and uncontrolled influence on the joint activity of people with the aim of effectively achieving general results in accordance with real social requirements.

5. Conclusions

Thus, the analysis of the outlined proposals and abstract approaches of state governance makes it possible to conclude that each of them has both positive and negative sides. Nevertheless, the decisive criteria that should be taken into account when conducting the general functioning of state social work are as follows: dependence of the content of social work on the state's social policy; conformity and structural absoluteness of the system of

social work bodies; professional training of civil servants; the ability of the state governance system to adequately respond to changes in the transition period. In our opinion, the most effective proposals for state management of the system of social work are the concept of the fatal (mortal) factor, the concept of civil society based on social cooperation, the project approach, the proposal of social networks and the transitive proposal. The strategic and political claims of the state functioning of the system of social work, the main directions of its development can be outlined in the introductory document to the concept of social work and the effective model of the functioning of social work. Further prospects for investigations in this direction relate to developing methodological substantiation of the concept of improving the state mechanisms of the functioning of social work.

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