

Original Research Article

Illusory, conditional and actual indicators in economic management

Abstract

The article focuses on three types of parameters in the management of the economy. Most attention is paid of the illusory parameters as the most difficult to understand. The place and time of the study covers a period of four years in Zhukovsky for managers enrolled in the MBA program. Identified some triad of parameters, related to each other. These triads have had forming of response surface for describing the inner life in organizations. Examples of these triads have had complexes associated with conflictness and communicability employees of firms.

Keywords: Illusory, synergy, conflictness, communicability

Introduction

In recent years, more and more people involved in the management of the economy, are beginning to realize that the correct choice of directions of development depends largely on the company's future. These orientation, unless had choosing paths, are characterized by the controlling parameters

These parameters can be of different nature, what often making them difficult to defined. For correct operation of the nature and essence of the parameters must be identified authentically, but this raises some difficulties.

Literature review

There are many classifications of the parameters used in the economy as a control, or management purposes.

V.P.Babkin, etc. [1] indicate that the usual economic indicator contains just the information. But the procedure for the preparation of such information, and the method of its further use is often converted into a philosophical problem, erroneous

32 interpretation which leads to errors in the choice of indicators and their accounting
33 system, and the system of industrial relations. Such errors have strongly influenced
34 in the case of the macroeconomics.

35 A.I. Popov [2] notes that, for example, macroeconomic indicators
36 quantitatively or qualitatively characterize the overall development of the national
37 economy and the volume of its production. For macroeconomics is important to
38 know the nature of the indicators.

39 The site [3] states that the economic indicators in nature (the sequence of
40 changes in the macroeconomic system) can be divided into three major groups - is
41 the leading indicators , coincident indicators and lagging indicators . In leading
42 indicators include the average number of hours spent on the production, new orders
43 to the manufacturer , the efficiency of delivery of products to the wholesale trade ,
44 contracts and orders for production equipment, etc. Coincident indicators are
45 among the number of employed persons , the index of industrial production , the
46 realization of output , the average duration of unemployment , and so are a lagging
47 indicator of the number of long- term unemployed people , spending on new plants
48 and means of production , unit wage costs , and similar figures . There are other
49 classification.

50 B.A.Raizberg [4] indicates that the economic indices volume depending on
51 the nature of meters , in which they are expressed, are divided into two large
52 population. Natural figures are expressed in physical dimension, so called natural
53 data ,ie in units or in units of weight , volume, area and length, and also in terms of
54 time . Value figures are expressed in monetary units, that is, in rubles , dollars,
55 marks , etc.

56 But all of these classifications do not allow to distinguish between the real
57 and the other indexes that should be considered in different ways.

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63 **Objects**

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65 Governance indicators can be divided into three large groups. Illusory
66 indicators, that is, existing only in the imagination of people, conditional one, that
67 is, those about which people have agreed and actual, that a peoples can be
68 measured directly. For convenience, all three groups are shown in Table 1.

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Table1

71 Types of control parameters and their characteristics

No	Name	Otherness	Examples	Mediumtrust level (By a survey of 47 experts)
1	Illusory	Parameters that exist only in people consciousness	Conflictness, communication skills, ability to solve tasks, trust to the brand	0,3
2	Condition	The parameters on which people agreed	GNP, GDP	0,6
3	Actual	Parameters that people can directly measure	The growth of gross income or output of the enterprise	0,9

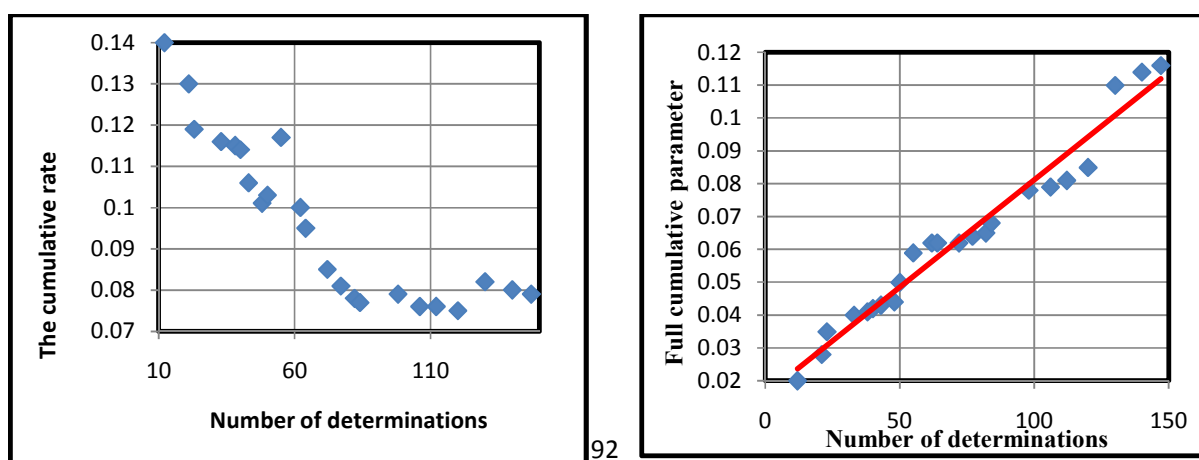
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This article is devoted mainly study the characteristics of indexes of illusory, since it is their use encounters with the greatest difficulties. The place and time of the study covers a period of four years in Zhukovsky for managers enrolled in the MBA program.

In the practice of management these parameters are used in different ways. Confidence into indicators are different because of the different confidence in them by the part of managers. Illusory indicators in this sense, the most dubious, as them determined of the opinions of people. The study examined just such indicators.

Material and methods

In the preliminary studies it has been hypothesized that illusory indicators form the triad which described by the three-dimensional response surface. In the study was conducted rapid survey and a survey using a special questionnaire, which gave similar results.



a) b)

Figure 1. The change of parameters with the number of definitions for the cumulative (a) and total cumulative (b) cases

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98 It would be logical to assume that by the accumulation of statistical data average
99 values should fluctuate around some value. However, for this triad in reality there is
100 a one-sided approach, which is probably due to the presence of the relationship
101 between the average number of indicators and quantity of definitions.
102 Determination of the correlation coefficient for this dependence led to the level
103 which is the significant for all levels of significance, exceeding 0.01.

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105 **Results & discussion**

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107 Practically, this means that of the constant is not done a multiplication of three
108 indicators, but is the result of its norming by the number of definitions. Indeed,
109 after rationing in the form of multiplication, the dependence from the number of
110 definitions becomes linear (Fig. 1b), and the correlation coefficient increases from
111 -0.882 to 0.980. Then $\beta_{qkn} = B_1$. The regression equation for the relationship
112 shown in Fig. 1b is by $6,55 n + 155,32$, then $\beta_{qkn} = 6,55 n + 155,32$. Given that the
113 $155,32 / n$ with increasing n tends to zero, it indicates that the $\beta_{qk} = 6,55$. This
114 indicator, strictly speaking, to be multiplied by 0.01 if all parameters are in the
115 range scale from 0 to 1.

116 Thus, based on the results of the survey a large number of respondents, it is
117 possible to formulate the law of cooperative activities in organizations.

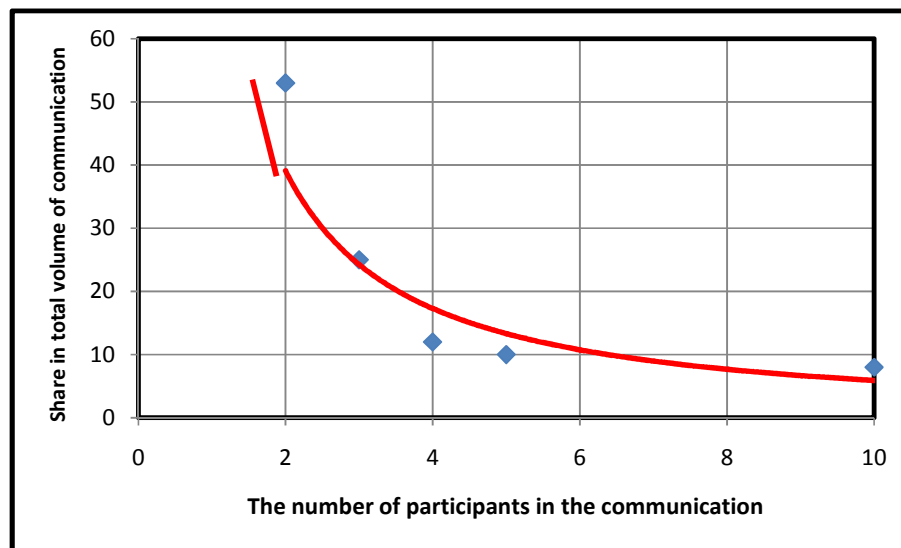
118 *For a given composition of the staff and couples working together*
119 *employees, multiplication levels of synergy of their activities, the significance of*
120 *their work for the organization and conflictness's in the course of such activities is*
121 *a constant.*

122 This constant is, in fact, shows the relative increase in the efficiency of the
123 company as a result of the pairwise joint activities of its employees. It does not
124 cover cases of joint work of three or more people. First, was done the chronometry
125 of the daily activities of office workers five companies, which allowed to
126 determine the share of bilateral, trilateral and more contacts in the total volume of

communication (Figure 2), which is of much lower than in pairs. Secondly, the study of the joint work of three or more employees would have greatly complicated the investigation, but did not introduces significant changes. It is clear that in the comprehensive study in such cases need done it, but at the initial stage of combinations of higher order can be ignored

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136 Fig.2. The share of the number of participants of communications

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138 Some complexity arises from the fact that on the performance of people, by
 139 unit revenue, and, ultimately, the effectiveness of the organization affects not
 140 hypothetical "absolute" level of conflictness or synergy, but their perceptions of
 141 the level of these indicators. So, the conflictness of individuals may seem high for
 142 one employee, and for another - a low, but a comparison of these opinions
 143 hampered by the lack of common points on which can rely.

144 This triad or complex is also found and into communicability. This triad
 145 include communicability, willingness to share information and conversance. There
 146 also have had about 3-dimensional model in which one axis represents
 147 communicability, as the capability to transmit information, on the second axis -
 148 possession of this information (knowledge), and on the third - the desire to share

all these. That is, in this model are focused three conditions for effective communication in the organization.

The study examined the multiplication of all three components on the same reasons as which have been previously. Namely, zeroing some the parameters, can make invalidates their definitions and use. Figure 3 shows the dependence of the total index from some number of determinations. It is easy to see that, although such explicit results as in Figure 1 there is not, but asymptotic of approach to a specific level of indicator in this case have place, and this value can be isolated.

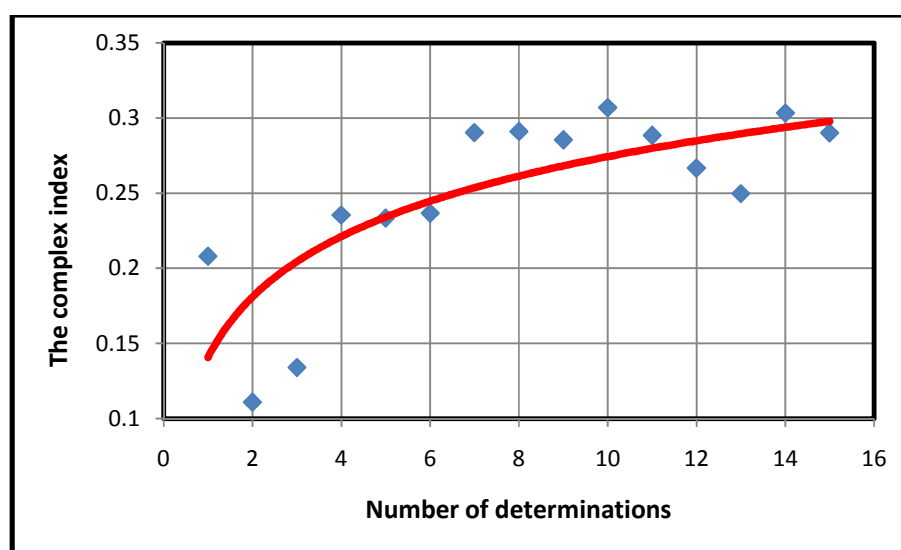


Figure 3. Correlation of cumulative indicator to the number of determinations

The multiplication tends to the value of 0.408. Thus, it may be formulated another rule.

For a given composition of the staff and couples of employees working together, the multiplication of communicability, desire to share information and conversance is a constant.

171 **Conclusion**

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173 Knowledge of the presence of triads or conglomerates illusory factors and
174 their combination with conditional and current factors allow more consciously
175 manage organizations.

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