

Methodology technique of destructive experience

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Abstract

The paper explores the approach of accumulating specialist experience which, develops the capability to detect and understand the circumstances, impacting the organization in a destructive manner. Detection of circumstances occurs on the basis of specially developed tools as part of a control system with an object that varies over time.

Keywords: state, instability, controllability, object, system, inoperability, algorithms

1 Introduction

The methodology ensures the provision of reliable diagnoses to properly assess the state of the organization [1]. Such evaluations are conducted on the basis of predefined control monitoring system, where the results are calculated in real time that eliminates the possibility of the control system to remain without the assessment of destructive forces for extended periods of time. Impact assessment is carried out with the help of effective tools that eliminate technological downtime induced during the search for solutions to get the organization out of an unstable position.

Based on the assumptions made, it has been determined that hastily prepared proposals aimed at overcoming new obstacles contradict, the regulations used by the time-tested procedures made for their neutralization.

As a result, special tools are required, where their absence manifest a problem in the research, as the underlying issue is reduced to the inability to maintain the control over the organization in the conditions of unrefined algorithms aimed at providing its (controllability) support.

2 Problem state

The elimination of the problem is carried out in the process of outlining a relevant issue, the peculiarity of which is to track changes aimed at improving the management system [2]. Hence, it implies the changes in processes influencing the management system, which can be worded in the following statement: "The process of change is a system aimed at providing a reasonable confirmation of the change in the system that is targeted at improving the overall performance of the organization."

The Object system consists of two subsystems, totaling nine zones, presented in Figure 1.

The first subsystem characterizing the objective part includes a completed organization test cycle under conditions of recognizing the influence of destructive forces [3].

Furthermore, the second subsystem, representing the subjective part, defines a measure of effectiveness in a superposition mode, more precisely, in a mode where the change conducted is impacting the organization's functionality [4].

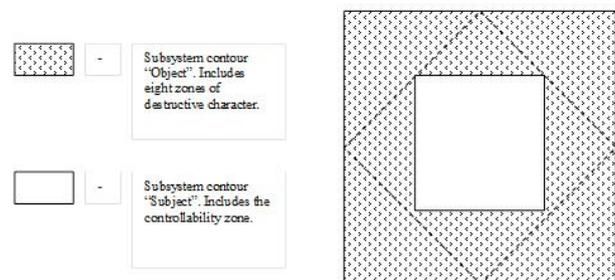


Figure 1 Representation of object change in the form of two complementary contours

As a result, the constructed representation is used to develop a fundamentally new description of the system-forming elements of the control system. The objective area characterizing the external factors of the system is considered through critical analysis to identify potential destructive forces. The subjective area, representing the internal contour of the system, is based upon the accumulated management experience, and characterizes the degree of controllability. An object representing a combination of two contour is defined as an object with changing structure, which transforms with the changes in the contents of the zones within the system.

A special procedure is required to facilitate the objective change, the development of which was the goal of this study. The implementation of the procedure allows for identification of causes that result in the organization to remain in an unstable state for extended periods of time. Such condition is chronic, hence, unnatural for the organization, as the external destructive forces occur along with the problems, such as conflict and deceit, that leave the true cause of illness uncovered.

In accordance with the formulated goal, the following tasks were determined:

1. evaluate the strategic position of the organization in real time;
2. preserve traditions when choosing an improved version of the objective change;
3. monitor the implementation of the medium-term development scenario of the organization;
4. develop a guide based on accumulated experience to

create an action plan for when the organization is under the destructive forces.

In the course of solving the set tasks, algorithms were developed that are fine-tuned to the method control used for detecting adverse events. An approach is suggested for monitoring the object change under the prerequisite that a reasonable conclusion suitable for the control system has been constructed to bring back the organization from its unstable state. Reflection skill has been formed that aims to understand the influence of circumstances of a destructive nature. Hence, the experience is accumulated which counters the errors caused by excessive complacency due to the deceptive perception of both the object itself and its surroundings.

3 Conclusions

The study found a new way to isolate the object of change by combining the tasks of management science and destructive analysis technology. In the first case, the “Subject” subsystem provides the opportunity to protect the organization from measures that lead to unnecessary interference in a sustainable process, which nurtures the ability to manage a

References

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healthy organization. In the second case, within the “Object” subsystem, normative for determining the state of an inactive organization is established as well as the ability to detect deviations from the set norms prior to their escalation.

This paper presents the object of change as separate organizational structure, hence, allowing you to create a system that functions in crisis situations. This is due to the experience accumulated from previously dealt with destructive forces. As a result, all experience gained is recorded in a specially developed methodology, which serves as a guide for crisis management and mitigation. Furthermore, the key force behind creation of such crisis management guide is due to the experience accumulation technique based upon prior destructive events. Such experience is gained in situations when a real object changes its structure and composition. In conclusion, the accumulated knowledge regarding the destructive forces not only allows for the timely detection of the uncontrollable state of the organization, but also prevents the possibility to “slip” for the object of the system, that has undergone changes in itself and its environment.

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