

ORGANIZATIONAL BEHAVIOR AND ADAPTATION MANAGEMENT OF EMPLOYEES WITH DISABILITIES OF ENTERPRISES ON THE SUSTAINABLE DEVELOPMENT APPROACH

M.O. Zamula¹, O.V. Zamula²

¹ master's student, Management Department, NTU "KhPI", Kharkiv, Ukraine

*² associate professor, Management Department, NTU "KhPI", Kharkiv, Ukraine
ovzamula@ukr.net*

The development of personnel of enterprises plays an extremely important role in the formation of a complete employee who is able to perform his job duties at a high professional level while ensuring proper social interaction. Under the condition of developing a balanced policy in this direction, the management is able to form a system of recruitment and correction of personnel behavior in the desired direction in order to achieve the goals of the entire organization. But today, Ukrainian managers face complex problems caused by the consequences of the Russian Federation's military aggression against our country, namely: changes in the quantitative and qualitative composition of personnel caused by mobilization, the departure of a large number of workers abroad, a significant increase in the number of adults and children with disabilities in society, stress, illness, uncertainty, etc. It is clear that this poses a challenge to the public, scientists, business entities, and the state, which consists in the need to develop effective mechanisms for the development of teams that include people with disabilities.

In Ukraine, a person with a disability is recognized as a person with a persistent disorder of the body's functions, caused by a disease, a consequence of injuries or congenital defects, which leads to the limitation of life activities, to the need for social assistance and protection [1]. In our society, from the Soviet past, a prejudiced attitude towards the disabled is still present, which is formed due to the presence of social and physical barriers between ordinary people and people with special needs. As a rule, such circumstances have a negative impact on the possibilities of integration of disabled people into any group or organization. Physical barriers arise due to the absence or constructive imperfection of technical means, which are designed to enable safe and simplified movement of people with impaired mobility. These problems are partially or completely eliminated by sufficient funding of barrier-free programs. It should be noted that Ukraine has adopted a National Strategy for the creation of a barrier-free space in Ukraine by 2030 called "Without Barriers" and approved a plan of measures for its implementation in 2021 and 2022 [2].

This is, of course, a significant step towards the formation of a democratic and equal society, but it is not enough. It is also important in our country to inform the public about people with disabilities and their limited opportunities to meet not only basic needs. First of all, it concerns socialization.

The work [3] gives facts that confirm the introduction of world standards of socialization from the 90s to the present: the growth of the network of rehabilitation institutions; activation of scientific research and practice on issues of integrated education; creation of public organizations dealing with the problems of persons with psychophysical disorders; development of a new concept of special education for persons with mental and physical disabilities; creation of a system of early correctional assistance; state support for integrated and inclusive education.

We believe that not only government structures, but also business, which can introduce a social component into staff development programs, should be involved in the process of

socialization of people with disabilities. Personnel development is understood as a systematically organized process of continuous acquisition and improvement of knowledge, abilities, skills and experience through a set of organizational and economic measures that include professional training, retraining, professional development, adaptation and planning of the personnel's working career for the effective functioning of the enterprise, increasing competitiveness on the market with simultaneous enrichment of the intellectual, creative and cultural potential of employees.

Socialization of employees with disabilities in organizations is possible through the implementation in the personnel development system of the concept of sustainable development of the enterprise, according to which the following main components can be present in the training program of employees: economic (professional), social and environmental. In our opinion, education at the enterprise should be three-level, namely: employee, group, organization. It can be formal, that is, in educational institutions of various degrees, and informal, which is organized within the organization with the involvement of specialists from other types of economic activity (see Fig. 1). In any case, it is important that the program of training or retraining of personnel includes social competences regarding the interaction of employees in groups that include people with disabilities. We will define such personnel development as inclusive based on the concept of sustainable development of enterprises.



Fig. 1

The introduction of such components into training programs within the enterprise is able to solve problems of an economic and social nature, which are associated with the social insecurity of people with disabilities and the "personnel hunger" of individual enterprises, which was formed as a result of the military aggression of the Russian Federation against Ukraine.

Therefore, the training of employees, as a continuous educational process, should include components not only in the professional direction, but also in the social one, which will enable people with different abilities to interact in such a way that the interests of individuals at all levels of organizational behavior are realized at a sufficient level with simultaneous achievement of strategic goals of the organization.

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