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DYSFUNCTIONS IN THE MANAGEMENT OF VARIOUS TYPES CHANGES: IMPROVEMENT, TRANSITION, TRANSFORMATION

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Abstract. Based on the modeling abstract ideologized objects method and the included observation method, organizational and managerial dysfunctions and pathologies in the processes of improvement, transition, transformation that are being implemented in higher education today are identified in the article. The dysfunctions manifested themselves in the lack of final result conceptual certainty, orientation to quantitative rather than qualitative results, decentralization of responsibility for the result quality, lack of resources calculations for the project implementation. The paper shows that the mobilization informatization model could not be implemented, but mobilization measures were taken to solve this problem. In essence, the managerial interest is reduced to adapting the available standard analog materials and teaching methods to the digital operation mode. Education follows the path of socio-cultural and socio-structural simplification by launching mechanisms for adapting analog education models. This is a stabilizing factor in the education system, but the question of Russian state priorities remains open, where stability is key to the development detriment.

Keywords: improvement management; transition management; digital transformation management; managerial dysfunction; managerial pathology.

JEL codes: O10; O32.

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