

period. We analyze their personal characteristics to find where and to whom the intervention is mostly widespread.

Key words: jobseeker, graduate practice, intervention

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Leading the process of change in the organization

Abstract: Nowadays organizations operate in frequently changing external and internal environments. In turbulent times when organizations need to cope with uncertainty, change becomes an every-day task for leaders and their followers. It also helps the organization gain or maintain competitiveness. Leading the change occurs as a complex and diverse process that merges various knowledge, skills and expertise from a number of professionals across the organization. The goal of this paper is to define several stages of the process of leading the change. It is based upon the research which was conducted in a number of organizations where the different types of changes had been implemented.

Key words: change, leading, process

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System of management of territory recreation provision regional policy

Abstract: The development of the system of the management of the territory recreation provision regional policy on the basis of the system approach is proposed in the paper. The key interrelations between the system of the state management of the territory recreation provision and its regional derivative system are revealed via the indices of the efficiency and productivity in the recreation provision of the territory. The mechanism of the coordination of the system of the management of the regional policy of the territory provision of recreation is worked out. It consists of two contours supplementing each other. The mechanism of the regional policy of the management of the territory recreation provision is generated on the grounds of the implementation of the multi-vector character of the territory recreation provision. The index of the manageability of the regional system of the territory recreation provision is grounded as the criterion of the assessment of the efficiency and productivity of the coordination process.

Key words: resources, territory, system approach, recreation capital, regulation mechanism, regional policy