

PSYCHOSOCIAL SPECIFIC IN THE INTERACTION MANAGER – MANAGEMENT TEAM

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ABSTRACT

In the conduct of the managerial team activity an important role falls on the manager. Interaction manager - the team management is closely related to the psychology of organizing activities of the group. We envisage a series of psychological processes such as, for example, the power, authority, suggestion, imitation, influence, popularity, prestige.

KEYWORDS: *management team, process, function, integration, relationship*

In the managerial team the team members interaction is done at two distinct levels: interaction between the manager - team members and the interaction between the member - the team management members, each having a series of psychological features in the concrete functional plan. At the first level, the manager is the one who affects profoundly or superficially the managerial team members behavior, the reverse effect being less present. The influence of the manager to the managerial team is explicitly, direct; the influence of the managerial team members to the manager is implicit, somehow mediated. On the plan of interaction between members of managerial team influences have a less decisive character, being realized in all respects and in all directions, including both quantitative and qualitative aspects more varied and multiple.

Interaction manager - the managerial team members is a certain *system of functions aiming the behavior modification*. It occurs most often in the form of interpersonal relations, namely of some relations that meet and work between two or more people, relations that have a psychological nature, are aware and direct. The interaction we talk about represents the essential means of livelihood of the managerial team.

Interaction manager – the managerial team members is not just sitting in meetings, but also *work personal contacts*. For manager such contacts can be an important source of information on the actual situation of an enterprise and an opportunity to operatively resolve some issues that arise in certain places.

In the process managerial team members manage to convince each other, to influence each other their opinions, to give advice, there are some contradictions. We can say that begin to exert *an one another influence* in behavior, attitude, in the analysis and approach to vital issues of the company. Social contacts become the basis of a new element in the process of forming the managerial team cohesion, which is already a factor for the exercise of mutual influence between members of the team, so occurring the mutual interaction.

Managerial psychology put in place and highlighted the place and role of balance between manager and managerial team members in the interaction manager - the members of the respective group.

Integration and training of the managerial team as a group of participatory management of the company heavily depend on the balance between manager and team

members. In the research of this balance will be considered *the main characteristics* of such relationships and in this framework is necessary to insist not on the obligations of members of the managerial team, but on the duties and the initiative of the manager in creating the respective balance. Among these, the most important are:

- manager should respect and show a careful attitude towards the views and suggestions of members of managerial team. He has the right and duty to participate actively in the formation of these views. To create an atmosphere that will facilitate members' understanding of body work team managerial goals and methods to achieve and to ensure a total consistency between personal beliefs and the line promoted by the respective group. Such an atmosphere should not lead to the offence of the convictions of managerial team members.;

- in the process of mutual adaptation, it should not reach a situation in which the manager to be in opposition with the entire managerial team or most of them;

- manager is required to regularly inform the managerial team of the main tasks, so that the respective group to understand this line and to assimilate;

- manager is required to show care towards how the managerial team members discharge the duties of service and their personal problems;

- have to strive to create an atmosphere of friendship and mutual trust between manager and managerial team members and between all members of the group.

Our research shows that the balance between manager and the managerial team members is one of the most important areas for creating a state of satisfaction - dissatisfaction. Polar relationship manager - managerial team members is not uniform in both directions, in relation to the formation of satisfaction. For members of her managerial team is a much more powerful source of satisfaction - dissatisfaction than for the manager. The balance between manager and managerial team members raised some managerial problems with psychological implications. In the managerial process of managerial team members can manifest tendency to impose partial views, and tend to increase the degree of influence over others. They should therefore be moderated, on the one hand by obtaining a point overview of discussed issues, on the other hand, by limiting their role within the team, to exercise their rights but do not infringe on other members.

The balance between manager and the managerial team members is *a fundamental relationship*, a bilateral alive relationship. In this process between the members of the respective group are born different relationships and wrapping, appears elements of social psychology, managerial team acquires a specific feature that the manager has an obligation to know at all times to influence and use it in order to achieve the major objectives arising for the company the each stage. Multitude of relationships that are established in the managerial team concerns on the one hand to the functional relationships seen in relation to the task nature to participate in managerial enterprise, and on the other hand activity in managerial team have emotional and affective emotional, moments of tension and conflict. From here the need for the manager to know emotional features of members of the team and on this way they can take effective action to mobilize resources of managerial team members.

In the management of the company the emotional states of satisfaction, happiness etc. - facilitates participation in management, while states of fatigue - fear, anger, sadness etc. - hinder participation. Therefore, both in meetings and individual meetings manager should avoid insulting words or phrases that can lead to misinterpretation and to create to managerial team members conditions to feel free to show their abilities, skills and individual peculiarities. Manager is intended to discover the personality of each member of the body, boosting his qualities and skills, the guide to their fulfillment.

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