

Shmatko N¹., Pantieliieieva I².

¹National Technical University "Kharkiv Polytechnic Institute", Kharkiv

²Ukrainian Engineering and Pedagogical Academy, Kharkiv

Increasing the dynamism of the modern stage of economic development requires a deepening of the objective contradictions between, on the one hand, the systemic requirements for ensuring the stability of the internal environment and the stability of the functioning of enterprises, and, on the other, with ensuring the support of flexibility and adaptability of the structural and functional construction of economic entities to changes. external environment. The successful overcoming of these answers is directly related to the need to carry out organizational transformations, which consist in changes in the management structure, procedures and regimes of decisions, key parameters of organizational culture, etc.

The following results were obtained during the research: First. Solving the problem of optimizing the processes of organizational development of enterprises according to the criterion of the sustainability of their life activities is complicated by the variety of theories, approaches and concepts that form the subject area, but at the same time they do not fully correspond to each other.

Second. Correlation of the properties of the "development" category and the features of the "sustainability" category made it possible to implement a complex process of conceptual rethinking and theoretical-methodological updating of the provisions of the existing research paradigm of the enterprise's organizational development.

The third. Orientation to a non-linear paradigm of development requires an approach capable of describing all possible transformations of the enterprise's economic and production system. As such an approach, the concept of the life cycle of the enterprise was chosen, which models the life cycle through the set of actions performed by the enterprise at each stage of the cycle.

The fourth. The disclosure of the methodology of managing the sustainability of the enterprise's organizational development in the dissertation is based on the presented:

- mappings of the logic of linking the sustainability of development and the needs of the target system
- presentation of the reference model for supporting the sustainability of the enterprise,
- creation of an ontological model of organizational transformations of the enterprise

Fifth. Organizational development within the framework of the author's concept can be seen in the qualitative transformation of EMU elements, which takes place in the context of reviewing the parameters of the target system.

References:

1. Shmatko N.M. (2019). Orhanizatsiynyi rozvytok velykomasshtabnykh ekonomiko-vyrobnychyykh system: pidtrymka stiykosti ta instytutstionalizatsiya vzaiemodiyi. Kharkiv: Tekhnolohichnyi tsentr, 368 p.