In times of rapid change and the intense emergence of new challenges, the flexibility of the enterprise management system and its ability to quickly identify weaknesses and eliminate them becomes especially important. Therefore, the issue of diagnosis and evaluation of management effectiveness is relevant as a field of research to provide managers and other stakeholders the opportunity to monitor the effectiveness of management and its structure (Piletska S., 2018).

A number of researches are devoted to the efficiency of management. Among others are researches conducted by such scientists as: Simenko I., Novozhilov O., Borshch V., Melnik O., Dmitrieva O., Kaplan R., Norton D., Niven Paul R., Piletska S., Koritko T., Ramazanov S., Nadion G., Stepanenko O., Timashova L., Butenko I., Podolchak N., Shcheglova O., Sudakova O., Lazhe M., Savina G., Skibina T., Kuzmin O., Albert M., Drucker P., Mescon M., Osovskaya G., Osmirko I., Hedouri F.

Based on the analysis of existing researches of scientists and business practitioners, an MET-method for evaluating the effectiveness of management (L.Chernobay, O.Duma, 2020) was developed. Application of MET-method is based on the calculation of an integrated efficiency indicator - MET-index and takes into account the specifics of the evaluated enterprise management system: management oriented on business processes - Object-structured management (OSM) and socio-psychological management (SPM) – management oriented on human capital development.

The practical application of the MET-method involves the calculation of the MET-index - the final integrated indicator of the effectiveness of enterprise management system. The MET index is calculated by formula (1).

\[ I_{\text{MET}} = a \cdot I_{\text{OSM}} + b \cdot I_{\text{SPM}}, \]  

where, \( I_{\text{OSM}} \) – index of effectiveness of object-structured management; \( I_{\text{SPM}} \) – index of effectiveness of socio-psychological leadership; \( a, b \) - multipliers of significance (parity) of business process efficiency (OSC) and efficiency of socio-psychological management (SPM) in the gross efficiency of the enterprise.
The value of \( a \) and \( b \) multipliers is basing on the factors that influence management system and define its type (scope of activity, stage of life-cycle, size of the enterprise, strategic and tactical goals etc). When choosing the efficiency distribution multipliers \( a \) and \( b \) manager should take into account the specifics of the enterprise and the sources of efficiency generation. Combination of importance between \( a \) and \( b \) multipliers might be represent by the inequality described in formula 2:

\[
a + b \leq 1
\]

(2)

The multipliers \( a \) and \( b \) in formula 1 are determined from a set of values bounded by inequality (2). The choice of values of multipliers \( a \) and \( b \) depends on which component of management is a priority for the company at a certain stage of its life cycle, and the transformation of management can be plotted on a distribution scale in accordance with the coordinates \( a \) and \( b \) (Fig. 1). The line which is created by the combination of \( a \) and \( b \) coordinates on the scale is transformation curve of management efficiency and defines the need for changes in management approaches and methods depending influence from factors of both internal and external business environment.

Fig. 1. The management transformation curve from SPM to OSM

The transformation curve developed and described in this paper is an element of the process of applying the MET - method (L.Chernobay, O.Duma, 2020). The transformation curve of management efficiency allows to define priority directions of development of the enterprise management system. Therefore, understanding the parity of the impact of business process management and human resources management will balance the management system in the enterprise and provide managers clear focus on how balanced management strategy should be developed.

References:

[1] Piletska S. (2018) The effectiveness of enterprise management, approaches and methods for its evaluation. Kyiv: NAU scientific journal. – pp.100-106. (in Ukrainian)

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