

“Creation of Management Elite in Russia. Social-cultural Aspects”

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In 20-th century Russia twice made large-scale transition from one type of a society to other. In 1917 it has passed from capitalism to socialism, and in 1991 has made the conversion from socialism to capitalism. In that and in the other case the global transition represented first of all administrative revolution. The change of the social and economic foundations of a society in 1917 and in 1991 occurred "from above" and represented not natural - historical development, and planned and controlled political elite revolution.

In first and in the second administrative revolutions of profit from revolution small group of the people, worth at authority, has received first of all. In 1917 it was bolshevik elite, oriented on an establishment dictatorship of proletariat and rejecting values of western society, and in 1991 it was democratic elite, rejecting values bolshevism and trying to establish in the country political pluralism of western type.

Thus, the first and second administrative revolution were made from diametrically opposite positions, pursued the different purposes, were guided by various ideals and principles. Both revolutions were made "from above" by minority of the population. In that and in the other case the revolution was made by group intellectuals, worth in opposition to ruling political elite: in 1917 - in opposition to temporary bourgeois to government, in 1991 - in opposition to soviet party to a management. After the revolution accomplished, being in opposition intellectuals grasped authority and became ruling administrative elite.

Through some time (about 5-7 years) in ruling elite a serious withdrawal from the proclaimed purposes and ideals was planned. V.Lenin has turned from ideals communism to principles of capitalism and has proclaimed new economic policy (NEP). B.El'tsin through the same amount of years has departed from shock-therapy and has turned to new social policy, in a basis of which principles laid which adhered communists.

Thus, after the first and second administrative revolution oppositional minority, which grasped in Russia authority, through short time refused from initial ideological, and sometimes and political, claims and turned to group usual officers, for which by main questions were deduction of authority in the hands and decision of essential economic questions. From group of utopians dominating elite turned to group of pragmatists.

As soon as in administrative elite there was the crisis in the party of a pragmatism, courses of improvement of qualification and training of the managers to bases of a science of management immediately opened. In the beginning 20-th V.Lenin has opened in the country about 10 scientific institutes of management and, which during 5-7 years have made a number of outstanding scientific opening and have attached thousands chiefs to principles western management. In the beginning of 90's at indirect support B.El'tsin in Russia have opened of a hundred a business school and management, in which thousands Russian managers have acquaint, with modern achievement western management. The tens and hundred of the managers have set off on training to Europe and USA.

The administrative revolutions occurred and in other countries of the world. In 1941 J.Burnham in the book " The Managerial Revolution " has described process of replacement

of a class of the capitalists-proprietors by a class manager-noproprietors and has named as its administrative revolution. This revolution has designated important landmark in development of western society - transition from an industrial society to post-industrial, where the key positions belong to the engineers, programmers, serving and managers. Whether It is possible to speak that in Russia there was the same administrative revolution, which is described J.Burnham?

In USA the administrative revolution designated branch of the property from the control of manufacture, replacement capitalists by the managers from key positions in a society. What occurred in Russia in 1917? Bolsheviks alienated a class capitalists from the control of manufacture and have put to operate the enterprises of the workers, i.e. hired workers. From the formal point of view in Russia there was most, as in USA - the replacement of a class of the proprietors on periphery of a society. However actually between American and Russian revolution there are the serious distinctions. The American revolution was peace, and Russian military. It was finished by civil war and destruction of several millions the person, including were destroyed a class capitalists and old stratum of the managers. Authority in a society in Russia, as well as in America, have received noproprietors. But it only formal similarity. In Russia a class capitalists have destroyed, and in USA have left in live. In Russia after revolution the property has remained in hands of the state, and in USA - in hands of the citizens.

In result of administrative revolution 1991 state authority has become again private. There was the return revolution: to Russia a class of the capitalists-proprietors has returned. Who they such? In structure modern administrative elite of Russia 70 % of the nomenclature, 15 % of intelligency, becoming the businessmen, 15 % of the criminal individuals ("illegal"), which yet at socialism have risen on a way of illegal enrichment both businesses. The children and grandsons bolsheviks, which in 1917 have expelled capitalists, in 1991 have returned a class capitalists in the country and with pleasure have turned in capitalists.

Thus, in result of the second administrative revolution the control of manufacture has passed from the hired workers, a role of which at soviet authority carried out the officers, to the private proprietors. This process is opposite by what is described J.Burnham. The purposes and the objective results of the second administrative revolution in Russia were directly opposite to the purposes and results of the first administrative revolution. However the contents of the first and second revolutions remained same - transition of political and economic authority from one part of administrative elite to other. Neither first, nor the second revolution in Russia have not resulted in creation of a market society of western type. In spite of the fact that during the first and second revolutions the personnel structure administrative elite was updated on 70-80 %, principles and the methods of a management by economy and people remained old.

Thus, at all administrative revolutions in Russia continuity as management, methods and receptions of management was kept, but continuity of personnel structure was not kept. Any administrative revolution has not destroyed traditions of stagnancy and routine, which developed on an extent of thousand of years in Russian mentalitet of the chiefs and which have turned by steady tradition.