**SOCIALLABOUR CONFLICTS AND WORK ASSIGNMENTS IN RELATION TO THEIR WARNING**

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*Depth understanding of the management of social and labor relations with the settlement and conflict resolution*.

***The labor conflict konfliktohen, zahalnokolektyvnyy emotional state conflict.***

Strategic focus on management of industrial relations is a key position higher priority manager-ment of industrial relations at the state level, regions and enterprises are considered. However, creating an effective system of social and labor relations depends not only on legal regulation, it requires the introduction of new socio-economic approaches to labor disputes resolved.

***Analysis of basic research and publications***. Scientific and methodological foundations of regulation of industrial relations explored in the works of economists Genkin B., H. Kleiner, G. Kozachenko, R. Kolosov, S. Masyutina, G. Melikyana, E. Palyhy, A. Yusov and foreign scholars P . Axelrod, R.iAnkera, P. Egger, F. Mercherna, D. Ritter and others. Background, uu practical significance determined the choice of research topic.

***The aim*** - to identify the main causes of collective radi-tive disputes (conflicts) in the socio-economic sphere to devel-opment measures to prevent; develop scientific and methodical approach to decision-making on the most effective settlement and you solutions of conflicts.

***The main material***. Labour conflict - a conflict in labor relations concerning pratsezabezpechennya means, exactly, wages, use of professional and intellectual potential of different elements and factors of the labor process (organization, content, working conditions, etc.), prices for various goods, effective access these benefits and other resources caused by opposite interests.

The Law of Ukraine "On the procedure for resolving collective labor disputes (conflicts)" determined that the collective labor dispute (conflict) - it disputes arising between the parties of industrial relations in respect of: establishing new or modifying existing socio-economic conditions and working life; conclusion or amendment of a collective agreement; performance of a collective agreement, or their provisions; failure to comply with the applicable labor legislation of Ukraine.

Parties to a collective labor dispute are:

- At the production level - employees (certain categories of most-self employed) enterprises, institutions, organizations or their departments or trade union or other authorized hired pratsivny kami organization and owner of the company, institution, organization or UPOV-limits, his body or representative;

- At the regional, territorial levels - employees pidp-ryyemstv, institutions of one or more sectors (occupations) or administrative units or unions and associations or other authorized bodies of these employees and owners, associations or owners authorities or their authorized representatives;

- At national level - employees of one or more of Galway-Zee (professions) or trade union or association or other authorized bodies of employees and owners, associations of owners or authorized bodies (representatives) in the majority, office-tratyvno- units of Ukraine under part. 2 Art. 133 of the Constitution of Ukraine [1].

Almost 80% of the conflicts arising out of their desire Ucha-snykiv. Affect the features of our psyche is the fact that most peo-ple either do not know about them or do not give them value. Any manifestation of arrogance, aggression and inexperience (threats, rudeness, Glu-dosing, comments pohvalyannya, peremptoriness, imposing tips interrupt the interlocutor, deceit, concealment of information, etc.) - All konfliktoheny that can lead to conflict situation.

The words "can lead" in this case is the key, and cutting-ing threat konfliktoheniv. What they do not always lead to a conflict of con, dulls our guard against them. For example, disrespectful Zvery-Thann not always able to lead to conflict, many believe that "get away with it." However, not always "go down".

Nature and cunning konfliktoheniv can be explained as follows. We are more sensitive to the words of others than those who speak for yourself. It is believed that women do not pay attention to the words, but provide important that they hear themselves. Admittedly, all this sin, not only the fair sex.

Our special sensitivity relative words appeal to us comes from the desire to protect themselves, their dignity from a possible assassination attempt. But we are not so awake when work concerns the dignity of others, and so not strictly follow your words and actions. You can not ignore a very important pattern of escalation konfliktoheniv: konfliktohen at our address we diligently respond more durable konfliktohenom often the most durable of all existing.

This pattern can be explained as follows. "Having" its ad-resu konfliktohen, the victim wants to compensate for his psychological loss, trying to get rid of irritation answer insult to insult. Such a response is not weak, but for sure done a "reserve": heavily resist the temptation to teach the offender that he will never allow himself such. As a result, power conflicts genes tends to increase.

Why so? Unfortunately, we have created - painfully react to images reveal blatant aggression.

Of course, the requirements of high moral ability to meet more constrained, and even better - forgive images. To call this religion and ethical teachings, but despite education and training, the number of asthma-spite "turn the other cheek" is not increased.

The need for safety, comfort, preserve dignity belonging to basic human needs, and therefore attempt on her right is perceived very painfully.

We must learn to resist escalating konfliktoheniv and each of us must always remember this. Then there will be fewer conflicts, especially those in which no party is interested. Recall that the first konfliktohen can be (and often is) no particular intention, but the consequence of circumstances.

The regulatory function is to influence team members on their then-varyshiv at work, their behavior, action, activity, orientation system of value-tions. It regulates the interaction between team members and builds relationships mostly vertically (in the supervisor - subordinate). An important role in the formation of these relations manager plays. The effectiveness of its impact on staff largely depends on the organization of communication with subordinates. Managers should be unbiased, equally demanding of all employees. But demanding work when she organizational thought, psychologically grounded and expressed in a form that meets ethical standards [2].

Resolution of the conflict is to remove the contradictions that have caused conflict and establishing normal relations between the warring parties. Important in this case is to eliminate the source of the conflict and its settlement means the cessation of conflict and hostility Action, A reduction-tion significance of sources, causes of conflict. Typically, this is achieved through compromise and persuasion. Resolving conflict - the removal of visual confrontation party that does not eliminate the causes of the conflict.

You must create a system of labor management conflict of Tami and carefully studying them. This requires the Government to Moni-ing public opinion on the conflict.

***Conclusions and prospects for further research***. Community and each of its members, region, state, and every company have huge economic and social losses due to labor disputes. This is a non-necessity of developing specific ways to overcome and smoothing an employment conflict that can not be done without a thorough analysis o