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Тип работы: Отчет по практике

Предмет: Мировая экономика

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organized entity and a dividing between all duties - director, accountant, secretary, driver and realtor. Working in a company is quite complicated, tedious. A large number of additional responsibilities distracts from the main business - real estate activities. Admission of new employees allows to produce specialization, increase the effectiveness of each specialist.

The limit structure rationally organized a one-tier firms (1 officer and 7 subordinates). (See. Pril.№1) Further development of the company must take place by introducing a two-tier system of organization of the enterprise.

3) For $N = 2 K$ the number of employees must not exceed 57.

Companies with a two-tier organization is called - the average firm. This company consists of a group of units.

Organization and management departments engaged middle managers. Chief executive interacts with line managers (heads of departments). This company created a few real estate units (departments on areas of the city, on land and suburban facilities department for intercity transactions department). Along with specialists working with clients (real estate brokers, lawyers, appraisers, builders) and directly involved in the formation of the company's profits, there are "non-productive" specialists (employees of accounting, marketing department, security guards and secretaries. Total the number of "non-productive" professionals should not exceed 20-25% of the total number of enterprises.

Duties of the personnel records of the enterprise specialists advisable to impute Secretary Director.

Marketing department specialists carry out promotional activities, exploring the real estate market trends, monitor activities of competitors, watching maintaining high image of the company. The number of specialists of the marketing department should be no more than four. Questions of training and retraining of specialists of the enterprise obliged to one of the experts of the marketing department.

The guards included with the composition of departments and can simultaneously perform the functions of the department secretary.

4) For $N = 3$, the number of employees of K must not exceed 400.

Such an enterprise is said to be a large firm. Chief executive (CEO) manages the work of the Board of Directors and the interaction between them directorates. Directors by activity led by the respective Directorate. Secretary - Assistant provides technical training and fixing the work the Board of Directors, regulates the flow of external applications through communication channels (phone, fax, mail, e-mail), communicates with visitors and determine who can solve their issue and provides visitor interaction and professional firms.

In a rationally organized company there is a clear separation of powers of the Board members and the procedure for interaction between departments on production issues. Effective regulations of the Board of Directors and decision-making. The schedule of the Board of Directors is composed of at least two months, and the work plan for the year. The classification of issues and determined the level at which they can be resolved.

There deputy general directors from among the directors who perform the duties of Director General in his absence. Typically, the Deputy Director General appoint the CFO or Director, Development, although there may be other options.

A one of the options for management of the secondary market. [cm. pril.№4] The Directorate operate realtors,

appraisers, lawyers and security guards. In large firms, realtors can be divided into categories, depending on their qualifications (intern, realtor, agent of the highest category, agent mentor).

Sections 1 to 4 are located in different areas of the city in the company's branches. They specialize in attracting and serving the residents of the area concerned. This allows us to provide fast and qualified real estate services in the district, a clear interaction between departments, commit transaction involving clients from different areas.

Department of villas, townhouses and land specializes in providing real estate services, usually in a suburban area. Specialists of the department should be proficient features transactions with villas, detached houses and land. As a rule, each object being evaluated value and creates a video or fotoprezentatsiya. This allows the subject to talk with clients in the office. The show is organized on the site for those customers who are interested in the proposed materials. Specialists of the department should be familiar with the suburbs have the necessary vehicles and mobile communications.

Department toll exchanges are addressing customer problems, who want to change city of residence, buy or sell immovable property in another city. These services are very costly in time and financial resources and involve trips and interaction with real estate companies in other cities (if not its own branches). However, these transactions generate more revenue and the company, due to the large differences in real estate prices in different cities. In cities where there is economic growth, substantially increased population due to migration from disadvantaged areas. There is a need for temporary housing. rental housing market activated. rental department offers homeowners professional assistance in legal registration of the lease agreement and the squeak of customers and tenants search for needed housing. These operations bring the least profit. Their service is usually used Realtors interns or temporary workers, usually students.

The management of the primary market sells real estate in new buildings as intermediary firms representing the interests of the owners of these objects. This unit can be created departments that attract customers to share the construction of houses or sale of real property in installments.

Directorate for Development of implementing a program of reconstruction and the creation of new housing, using own and borrowed funds. Development of additional services to buyers and sellers in the form of repair and reconstruction works in the apartments and houses grew into a full-fledged independent business. Today, developers are engaged in reconstruction of the structures settled communal apartments and houses for offices and housing, the creation of attic floors to the existing buildings, renovation of apartments on the first floor for shops with separate entrance, construction of halls and hangars, construction of multi-storey buildings. These operations require the involvement of a lot of money for a long period, so development projects need to be carefully worked out and an estimate of the different professionals.

On general issues of management consists of technical department (3 - 4 pers.), HR (2-3 pers.), security (4-6 pers.), Department of additional services (3 - 4 pers.). The technical department provides employees with everything necessary for successful work (office furniture, computer equipment, communications equipment, vehicles and supplies). Human Resources are implementing a personnel policy of the company (recruitment, database maintenance "Personnel", control over career development professionals) and the solution of social problems of employees. Security ensures the safety of the company; ensure the preservation of commercial secrets of the enterprise.

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