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Economical Personnel during the Nationalization since 23.12.1947

(Summary)

The most large-scale relay of economical workers is made during the nationalization on 23.12.1947. Shortly after that occurs the difficulties caused by the unsuitability and incompetence of the people occupying the managing posts. The problem becomes more sophisticated because of the criteria for choosing the personnel or namely the candidates political reliability. The Communists Party has a negative attitude towards private property after 09.09.1944 and this makes the Bulgarian society to think that the private industrial property is gained illegally and the real owners is the proletariat. They consider the industrialists as people who gained their profit by exploiting the workers. Most Bulgarian industrialist take part in production in their business establishments and are directly responsible for their management and development. Nobody actually cares about the fact they have put years of their lives, resources and knowledge in their factories. Usual for that political propaganda is hyperbolizing the negative aspects of the private industry but the real situation demands and adequate and actual assessment. The party group organized the nationalization overestimates their abilities of managing the nationalized industry. The problems with the managing personnel are because of the deficiency of people. Moreover it is very difficult to acquire the skills of a manager of a big business establishment with many workers and complicated processes. In fact only a very small part of the people that have to cope with this difficult and responsible job occur to be adequate. The process of the nationalization is accomplished very quick and secretly and therefore it is clear why there are so few candidates capable for this position. The leadership of

the party acknowledge the problems but they do not accept those problems as a mistake and a consequence of the unprepared people, provided for managers. The problems with the candidates prolong over a decade – the time needed to educate and prepare new economical personnel.