



THE IMPORTANCE OF MANAGEMENT PRACTICES AND INCENTIVES IN IMPROVING MANAGEMENT EFFICIENCY

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Annotation

This article shows that with the help of management methods it is possible to influence economic processes and production participants to achieve high results, spending as little material, financial, energy and labor resources as possible. It is argued that the efficiency of production is in many ways closely related to the improvement and proper formation of management methods.

Keywords: external and internal factors, management methods, market economy, management efficiency, enterprise, economic method, motivation.

Introduction

In the context of democratization of all aspects of the economic and social spheres and cardinal changes in the formation of a new Uzbekistan, the main issue is to stimulate economic, scientific, technical, social development, to effectively combine the interests of individuals and communities with a managed market.

Based on the problematic situation in the modern world, there is no doubt that the interests of workers who are the owners of production are the most important interests, and they are a powerful driving force that accelerates socio-economic and scientific and technological progress. Hence, the strategic idea of management reform comes from the need to raise the reputation of the working person, because the basis for economic recovery is conscientiously and responsibly working workers and employees. It is necessary to sharply increase the interest of the worker in work, thanks to which it is possible to use his abilities to the fullest extent, to make him the main factor - the locomotive of the driving forces of society. This can be achieved only if the worker works as the true owner of production, which is very difficult, because man is only a social person, that is, not only dependent on society and under its influence, but also a natural being.





Accordingly, his personal interests (behavior, actions depending on him) are not always compatible not only with public interests, but also with his own ideas and interests. The interests reflected in the economic and social relations between people have a direct impact on their goals, labor discipline, activity and regulate their actions. The improvement of these concepts, with special attention to the development of the economic and social spheres and the implementation of measures in the main priority areas of reforms in these areas, critical, in-depth and detailed study and systematic monitoring will determine the ways of its development.

Many factors directly depend on the effective implementation of these tasks. In particular, the demand for food products has sharply increased on the world market, and the economic efficiency of enterprises is directly related to an increase in the level of modern management.

Management methods are methods of purposeful influence of the subject of management on the object of management, that is, ensuring the consistency of the activities of the manager in the process of achieving the goals set for the production team managed by him.

With the help of management methods, they influence economic processes and production participants in order to achieve high results, spending as little material, financial, energy and labor resources as possible. Production efficiency is in many ways closely related to the improvement and proper formation of management methods. "For this reason, managers should be guided by the methods and principles of management when creating and choosing management structures" [5. 2 pp].

Management methods occupy an important place in management and are inextricably linked with the laws and principles of management. Among the methods of influencing the workforce, only those that meet the requirements of the objective laws of management in a market economy are considered the most suitable and appropriate for the management mechanism. The essence of this is that management methods are inextricably linked with the system of laws belonging to a market economy.

Management methods change under the influence of external and internal factors. External factors include: changing external and internal conditions, carrying out fundamental reforms in economic management, changing the system for managing the level of technical equipment of the national economy (economic reforms, the transition from a network economy system to a territorial system, etc.). Internal factors include:

- Implementation of the concentration of production on the basis of the organization of large industrial associations;





- Its transition from one group to another as a result of a change in the size of the organization;
- Change in the level of specialization of production;
- Increasing the level of labor supply with equipment; improvement of existing methods of production planning and operational regulation and the introduction of new ones (network planning and management);
- Continuous operational planning of production, the use of an automated production control system, etc. can be included.

Management methods change with the development of the mode of production and the growth of the productive forces of society, which directly affects socio-economic relations. The right choice of management methods is also important for the successful development of the economy. Management methods can be identified as a common phenomenon between different modes of action in some specific areas of the economy.

For example, we can talk about management methods by management levels (management methods for the public sector, district, union, organization, workshop) or management methods for industries (management methods for industry, transport, agriculture). It is also possible to single out the management methods used by the subjects. It is also necessary to take into account the methods of public administration, methods of public governmental organizations or management methods used in certain sectors of the economy (methods of managing production, the financial sector, science and education).

The system of management organizations serves as the basis for distinguishing between the methods of activity of various organizations. It is possible to single out the management methods used by directors, managers, heads of departments in the management activities of employees belonging to different categories. They form a system in which each group of management methods has its own characteristics.

The following methods are used in the management of the national economy: economic, organizational, social, psychological and legal. These control methods are interdependent, so giving too much importance to any of them will disrupt the normal course of production as a whole. In the modern period, economic methods of managing a market economy are becoming increasingly important.





Economic methods of managing influence people through economic interests. The essence of economic methods is to create economic conditions for workers and the production team, ensuring their benefits. In the system of management methods, economic methods occupy a leading place. Economic methods consist of a set of means of economic impact (price, credit, business plan, profit, taxes, wages, economic incentives, etc.), i.e. measures of influence on economic activity, ensuring that each community acts in harmonious relations with an appropriate economic connection.

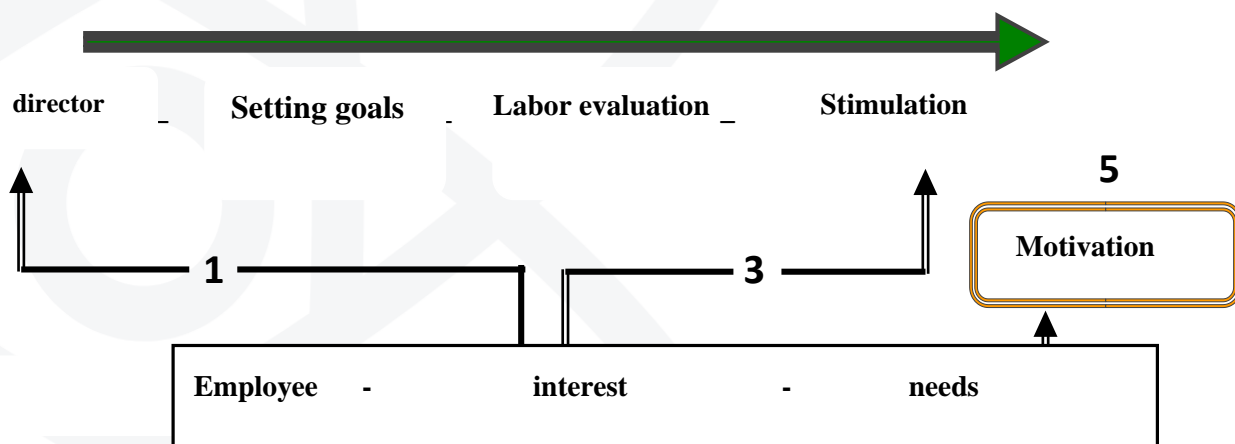
The market economy is the opposite of the administrative-command system, and the regulation of the market through prices, taxes and credit is carried out primarily for public purposes. In a market economy, stability cannot be achieved without strict regulation of price and wage changes.

Thus, economic methods of management have ample opportunities and give good results only if they are skillfully and timely combined with organizational-command, socio-psychological and legal methods.

We recommend giving priority to economic management methods even when improving management efficiency in industrial enterprises. True, the use of the administrative-command method can also give great economic results in a short time. But its action ends after a short time. We recommend this method when you need to quickly hold an event.

Before applying economic management methods, it is recommended to build a paradigm of the object (administrators) and determine with its help the optimal means of influencing the object.

When using economic methods in employee management, motivation passes along the main “red line”, the «alpha» and «omega» of economic impact is motivation. The promotion is vector in nature and must be directed to a specific group of persons or specific goals of a particular limited liability company.



Picture 1. Vector stimulation model



The introduction of this model in the management of industrial enterprises makes it possible to apply economic management methods, dividing young and experienced workers into three groups.

When motivating workers and employees in industrial enterprises, one should not forget that ensuring the harmony of internal and external rewards increases the level of influence several times.

Our great ancestor, scientist and statesman Yusuf Khos Khajib, who expressed thoughts related to the theory of process motivation, said in his historical work "Kutadgu bilig" ("Adab ul-muluk"): "Employees hope for incentives commensurate with the results of their work. The worker will be heartbroken if he is not satisfied with the reward. And when a worker receives a worthy reward for his service, his head reaches the sky"[6.48 pp].

The first President of the Republic of Uzbekistan I. A. Karimov in his book "Uzbekistan on the Way of Deepening Economic Reforms" wrote: "... We must always remember that reforms are important only if they meet the interests of the people, help to satisfy their needs and needs aimed at improving the standard of living" [1. 19 pp.].

If we draw a conclusion from the above opinions, then the development of our economy and the improvement of the well-being of our people depends on how effectively we manage to encourage people to work effectively.

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