



## THE ROLE OF MANAGEMENT CULTURE AND STYLE IN SOCIETY

Nuridinov Ulugbek Shikirlaevich

Chief Accountant of Namangan Specialized Culture School

### Annotation

This article provides detailed information about the forms of culture, management, the formation and development of management culture, forms of management, the main factors and instructions for the formation of the culture of employees working in the field of management.

**Keywords:** Management culture, types of culture, leadership, profile sign, group, formal group, production groups, unofessional organizations, forms of administration.

Culture of management serves as an important factor in the management industry. Formed on the basis of the concept of cultural understanding to the culture of management. The concept of culture is a summary of the level of development, meaning several. For example, community culture, some kinds of individual culture, finally, some culture of human activity can be spoken about. Human work is divided into species creating material and spiritual resources. Therefore, material and spiritual culture vary. Material culture is an indicator of the level of subordination of nature by man. He includes manufacturing facilities and subjects. Spanish culture can be added to the development of science, population education, medical service level, art level, moral standards, spiritual needs and interests. Thus, the culture covers the achievements in the process of developing the cultural production of both the cultural production and both. He is a knowledge of humanity, its labor, and is created by people's previous generations. Culture of humanity is growing, changing, as the current generation can develop further on the basis of creative use of cultural values of the ancestors. The unique culture of Uzbekistan has been formed years and centuries.

- the high-educated Republic of the multi-ethnic republic
- the highest of the multinational republic

- scientists, literature, san. [1]An important component of human life activity is to have cultural wealth through humanity, including the culture of management. The culture of management is very important. Humanity has accumulated a very large control experience in its development. At market conditions, this experience should serve to increase the management efficiency.





The formation and development of management is, first of all, the level of management culture is to rise. Because through the critical evaluation of management tracks, methods, means and methods, their best ones were separated for use in world experience. Culture of management is a component of human culture, along with a number of specific features. Culture is a condition for manager not only for manager, because in order for each unit of each organization to work effectively, its employees must have a high culture. The degree of Management Culture Nades the culture of employees, especially in the culture, management process of management, management techniques, work conditions. Distinctpaper of the Management Cultural Adults In the management of the management process, the management process provides the need to comply with various norms, including moral, legal, technical, technical, aesthetic norms. Soral principles regulate the behavior of man in the field of morality and etiquette. They include the right understanding of the social duty, humanity m among the person, conscience, truthfulness, humility, and others. In the process of management, adherence to moral standards calls for a high level of its culture. In management, legal norms are reflected in the legal and organizational regulations. It is said of the legislation on state enterprise, business, property laws. But laws do not take into account the peculiarities of each enterprise.[2] Therefore, in each enterprise, based on the law, is established by regulatory rules accounting for the specifics of production. Economic standards determine the economic indicators that need to be achieved during the activities of the enterprise. These include financial credentials, regulations, procedures, depreciation standards, calculated value, profitability, profitability, profitability rate, payments for profits, profitability, profitability rate, payments, budget payments, economic incentives . Organizational norms define the structure of the organization, composition and procedure of individual divisions and individuals, internal procedures, activities, staff, information processing and operation process. Technical standards indicate the level of armage with the necessary equipment, machinery and vehicles, tools for management for management. Aesthetic requirements and norms are also determined for an external environment that surrounds technical means and equipment applied during the management process.

Management culture includes the culture of management personnel, the culture of management processes, the culture of working conditions, and the culture of record keeping. All elements of management culture are interrelated and interacting. At the same time, among them, the culture of management staff is of leading importance. The manager should achieve a high level of culture of the management process and improve the organization of his work. The culture of management employees depends





on many factors, it is characterized by the level of general culture, business qualities, deep and comprehensive knowledge of management science and the ability to apply it in the course of their work. Every enterprise and organization manager is subject to ethical rules existing among business people while interacting with other members of the team in the process of performing their duties. Every team should have an atmosphere of goodwill and respect for people. Management culture is opposed to censoriousness, careerism, rudeness, rudeness. In the management system, non-observance of state norms, promises, incorrect assessment of activity and other features are not allowed. A creative approach to work, entrepreneurship, responsibility, initiative and independence, intolerance to imprudence, bureaucracy, law-breaking, conscientiousness, modesty and simplicity represent the culture of management staff. The main ways to ensure the culture of the management staff are the in-depth acquisition of management science, the regular improvement of the general cultural level and qualification, the analysis and understanding of the results of their activities, and the development of positive personal qualities. For management culture, the level of management process organization culture is important. Adherence to the management process culture means that the modern management process is used in the enterprise. The culture of the management process also includes management work (optimum distribution, cooperation and limitation of management work, standardization of the number of workers, proper placement and use of personnel) and working workplace (the comfort of the workplace and the building, their sanitary meeting the requirements of cleanliness), acceptance, also covers the proper organization and formalization of meetings, interviews, reception of visitors, meetings, phone inquiries, familiarization with the letters of workers. Various techniques are used in the management process - from simple calculators to computers. Managers need to know the capabilities and areas of acceptable use of this technique, which indicates the level of management culture. An integral element of management culture is the culture of document management. The importance of documents in the management process is very great, because any task of management cannot be performed without the information provided on the basis of documents. The information in the documents covers all aspects of the external and internal activities of the enterprise. All operations of the management process actually start with documents and end with documents. Improving management culture means improving all its elements.

Management style is a set of unique and unchanging methods and actions used by a certain leader in the management process. Just as no two people are exactly the same, there are no exactly the same management styles due to the diversity of tasks. The





leader works only in his own way, with the help of his own characteristics and qualities. In this sense, the style expresses not only the characteristics of the leader as a person, but also the characteristics of his activity. When managing people, the leader sees the final goal of the team and directs it towards this goal. The leader must skillfully combine and direct the activities of specialists, having understood the essence of the work and studied it in depth. The production management style reflects the large and complex activities of the management apparatus, all managers and specialists. Each task of management has its own characteristics and therefore requires appropriate methods. Theoretically, the general style of the management apparatus should consist of the sum of the styles of individual management organizations. But in practice, different styles of individual organizations combine and enrich each other, as a result, a unique management style is created, characteristic of the entire management apparatus. The high level of accuracy of the accountant, the diligence of the mechanic, the planning of the economist and other knowledge will be the components of the complex that determines the management style, each member of the team will introduce his own style, and in this way the management style of this team will be formed. Often, an employee leaves the team and is replaced by a new person. He or she may not occupy the position occupied by the employee before him or her. It should adapt to the existing style, create a style that corresponds to the overall style of work. Of course, his work style affects the work team style. The modern style makes great demands on every member of the team and at the same time rejects self-satisfaction, bureaucracy, formalism. The style is formed on the basis of knowledge of the laws of social development, the principles and methods of production management, and is characterized by a combination of management skills, the ability to organize people, as well as personal discipline. And finally, the style covers the spiritual and psychological characteristics of the management staff, strong will, determination and fearlessness, ability to direct the activity of other people. In addition, the leader must have the ability to imagine, think clearly, be resourceful, understand and convey scientific ideas. The leader should know the basics of management, economy and finance, law, sociology and pedagogy.[3]

These sciences allow the entire management to create a system of scientific views. Management requires not only having scientific knowledge, but also knowing the art of management. First of all, it is necessary to be able to educate oneself and manage oneself. For this, he must constantly and regularly educate himself. The leader's style is expressed in the ability to hear and read, speak and write, that is, receive information and transfer it to others. The necessary qualities for a leader include





organizational skills, work ability, strength, courtesy, and will. Strict requirements are placed on managers and specialists working in market conditions. They must have high business and moral qualities, be entrepreneurs, organize a cohesive team and ensure that the interests of the state match with the labor team. Modern managers should have high qualifications, be able to see the future and have economic thinking that enables efficient management, have personal discipline, approach the assigned task with a sense of responsibility, collect ideas, be creative and business-minded. must be. A leader should always be calm and self-confident, show initiative, take risks.[4] Fear of responsibility is a sign of weakness. A person who is afraid of responsibility cannot be a leader. A leader should treat his subordinates in such a way that they feel free to come to him for advice. The leader should know his subordinates well, talk with them, determine whether their skills, knowledge, qualifications are suitable for the position they hold, and whether it is sufficient to use their knowledge, skills, qualifications and moral qualities. You can't lead successfully without authority, but authority is built not by force, but by work, by showing by example how to work, by talking about how to do it, only by insistence and determination. can be achieved through knowledge and skills, not with. A leader who does not have the art of management cannot ensure that the decisions made are effective. But a person is not born as a leader, but is formed in the process of work. The manager's work style affects the final results of the company's activity through production management tasks. Each of them affects the other tasks in an integral way and acts as a connecting link that is part of a single mechanism of influence of the method on profit and indicators summarizing the activity of the enterprise. The system of interaction of production results with the style is carried out through the knowledge and skills of leaders, management process technology, labor discipline and is related to the management method used by the leader. Conclusion The concept of "culture" is a comprehensive, universal concept.[5]

Man is always busy creating material and spiritual wealth. Therefore, material and spiritual culture are different. The level of practical indicators of human mastery of nature means material culture. Spiritual culture includes science, the level of education of the population, medical services, the level of art, moral standards of people, spiritual knowledge and interests. Management culture is also a part of universal culture, it reflects the level of culture of management employees, culture of management process, culture of working conditions, culture of documents and records. Management style is a collection of all the best, durable, durable methods used by the leader in the management process. There are three distinct ways of governing: authoritarian (directive), democratic (collegial) and liberal. In practice,





this or that method is not “purely” used. In management, each method is used together. Democratic methods are preferred.

## References

1. Mirsaidov M. S. Fundamentals of Entrepreneurship. Textbook. - T.: Uzbekistan, 2005. – P.18
2. Tulyaganova D., Akaitdinova M. Sociology and psychology of management. Study guide. - T.: TDIU, 2004. – P. 90
3. Kasimova D. Management theory. Study guide. - T.: Science and technology, 2009. – P. 22
4. Bekmurodov A., G'afurov U., Tuxhliyev B. the world effective economic policy of Uzbekistan in the conditions of financial and economic crisis. Study guide. - T.: TD1U. - P. 24
5. Kasimova D. Roofing. Marketing strategy i apply. "Case Study" method to the business education system in Uzbekistan application. Collection of cases. - T.: Akademia, 2006. - pp. 517-532.

