



THE IMPORTANCE OF INCREASING THE LEVEL OF MOTIVATION OF EMPLOYEES IN INDUSTRIAL ENTERPRISES

Tukhtaboev Abdurashid Tursunovich

Professor of the Department of “Accounting and Management”
Andijan Machine-Building Institute. City of Andijan. Uzbekistan
earlarchil@yahoo.com

Annotation

Motivation plays a very important role in human life. Motivation is also important in management. In order to be a good leader, a person should know how to motivate employees in which situations. The task of modern labor motivation is to create conditions for the most effective use of personnel potential. The results of the study of motivation models allow to clearly determine what motivates a person to work. One of the main tasks of management is to determine the motives of each employee's activity and coordinate these motives with the company's goals.

Keyword. motivation, management, management, encouragement, personnel motivation, labor promotion, motivation, motivation process, employee motivation, modern labor motivation.

Introduction

Motivation is a complex structure, a complex of activity-moving forces, which manifests itself in the form of inclinations, goals, ideals and directly determines and controls human activity. Motivation is a mental factor, the source, cause, evidence of individual activity in various possibilities. It is a powerful tool that encourages employees to work hard. Other. Any management system will not work effectively if an effective motivation model is not developed, because motivation motivates a certain person and the team as a whole to achieve their personal and collective goals. Motivation is very important in management. Leaders have always recognized that motivational aspects are increasingly important in modern management. Personnel motivation is the main means of ensuring optimal use of resources and mobilizing existing human resources. The main goal of the motivation process is the maximum use of available labor resources, which allows to increase the overall activity and profitability of the enterprise. A feature of personnel management during the transition to the market is the increasing role of the employee's personality. Accordingly, the ratio of motives and needs changes, and the motivation system can rely on this. Today, companies use financial and non-financial methods of





remuneration to motivate employees. At the moment, neither the theory of management nor the practice of personnel management gives a clear picture of the relationship between individual aspects of the motivational sphere of employees and the most effective methods of their management.

Used Literature and Methodology

- Abelin E.N. Employees and their work. 2013. - p.16
Altr R.T. Systematic approach in organizations / R.T. Allne 2012. - p. 21 Bucala A.N. Management, psychology / A.N. Bupa. .: Yorot, 2010. - p. 152.
Balakin fb. High income / Balakin, fb Universal, 2014. - p.147.
Bannikov L.A. Personnel management: Knowledge, 2011. - p.23
Bavin K.P. Management of employee motivation: YNET, 2010. - p.147
Duprinova D.V. Introduction / D.V. Duprinova // Man in the process of work. - 2011 year. - pp. 118-124.

Discussion

Organizational methods of encouragement (motivation) include the following. Participation in the work of the organization (usually social); The prospect of acquiring new knowledge and skills; Enrichment of work content (providing more interesting work with job and professional growth prospects). Moral psychological methods of motivation include: Creating favorable conditions for the formation of professional pride and personal responsibility for work (a certain amount of risk, the ability to achieve success); The existence of a problem gives an opportunity to express yourself at work; Recognition (personal and public, as well as valuable gifts, honorary degrees, honorary degrees, etc.). For special services - awards with orders and medals, badges, honorary titles, etc.; High goals that inspire people to work effectively (every task should have an element of challenge); An atmosphere of mutual respect and trust. Promotion is a complex method of motivation. However, this method is internally limited because, firstly, the number of senior positions in the organization is limited; secondly, incentives require an increase in retraining costs. In management practice, as a rule, different methods and their combination are used at the same time. In order to effectively manage motivation, it is necessary to use all three groups of methods in the management of enterprises. Thus, the use of only power and material motives does not allow to mobilize the creative activity of employees to achieve the goals of the organization. The manager, in addition, should evaluate the level of participation in work of each employee or group. There are several ways to reward people for their work:



1. Material salary for intensive work and its better quality, regardless of the duration of the employee's work in various forms.
2. A one-time monetary award (awards) for the implementation of scientific and technical work.
3. Promotion to the position and level that best suits the employee's capabilities.
4. Encouraging free time or giving the employee the opportunity to independently plan the working day, which leads to increased productivity.
5. Public and personal recognition of the employee's services through awards, thanks, letters, press, radio, television, praise in the appropriate form, trust, benefits and privileges for the best work.

"All this" package "of labor incentives should be public, known to all employees and truly deserved. It is important to understand the question of who and what can be encouraged, and how to do it. However, in any team you can see not only those who strive for the best results at work. In this regard, there is a question about punishing employees who made mistakes, abuse, theft, forgery in their work that caused material and moral damage in the enterprise. When talking about a reward method like money, you don't need to convince how important it is, money is a sign of success in business. The forms of monetary incentives can be different: salary increases, bonuses, participation in the company's profits. Organization of wages in the enterprise is of great importance. Organization of wages is carried out with the help of standards, tariff system, wage forms and systems, etc. The tariff system is a set of standards that determine the difference in wages depending on the complexity and working conditions, forms of wages and specific characteristics of the industry. Therefore, motivation is of great importance in human activity.

Theory

Motivation is the process of influencing a person by arousing certain motives in order to encourage him to take certain actions. Labor motives can be divided into biological and social types. Biological motives are related to physiological desires and needs (hunger, thirst, sleep, etc.). That is, for example, in order to satisfy the feeling of hunger, a person should do simple work - pick fruits, catch fish or earn money in some other way and buy them food. But it is primarily a biological motive that drives him to work. Social factors include: Collectivism (the need to be in a team) is characteristic of the Japanese style of personnel management, but it also has a strong position in Russia. Personal self-affirmation (self-expression) is characteristic of a large number of employees, mainly young or mature. The independence motive is typical of employees who are willing to sacrifice stability and high wages in exchange for the





attitude of being an owner and owning their own business. The motive of reliability (stability) is the opposite of the previous one. The motivation to acquire new (knowledge, things) is based on marketing, which is used by producers of new goods and services. The motive of justice runs throughout the history of civilization. Failure to do justice leads to demotivation. The competitive drive is genetically inherent in every human being. This is the basis for organizing competition in the enterprise.

The Result

The type of motivation is the main direction of a person's activity aimed at meeting the needs of certain groups. There are three main types of employee motivation: Workers focused primarily on the meaning and social value of work; Workers focused mainly on wages and other material values;

Employees who balance the importance of different values. It follows that, for example, the creation of jobs with more complex tasks and greater responsibility has a positive incentive effect for many workers, but not for all. A leader must always keep in mind the element of chance. There is no better way to motivate. What is effective in motivating some people is completely irrelevant to others. Compliance with the rules increases the effectiveness of motivational activities in the organization: Praise is more effective than criticism and non-constructive criticism. Incentives should be clear and preferably immediate (minimizing the gap between performance and incentives). Unexpected and irregular rewards provide better motivation than expected and predictable rewards. Manifestation of constant attention of the management to the employee and his family members. We need to empower employees to feel like winners. Employees should be rewarded for achieving intermediate goals. It is desirable to give employees the opportunity to feel their independence and control the situation. It is necessary not to undermine the dignity of workers, to give them the opportunity to "save face". It is best to reward the most employees small and often. An organization should always have a spirit of rational internal competition - a spirit of competition that promotes progress.

Summary

Encouraging employees in the management system is one of the main factors of increasing work efficiency. There are different forms of employee motivation, and the leader can only achieve results and effectiveness if he can apply them in his place and correctly, otherwise such actions can lead to unexpected situations and consequences in the management system of the enterprise. . Forms of incentives in management are implemented in material and non-material forms, and as a result of this,





harmonization of the goals of the employee and the enterprise, employees' enthusiasm and many other positive achievements are achieved. In this regard, as our President I.A. Karimov noted, "It is well known to all of us that the factors that encourage hard work in private enterprises and the level of personal interest and, most importantly, the sense of responsibility for the final result of one's production and financial activities are completely different" 1 . The incentive factor is actively used in modern management. It is known that individuals with different personal and professional characteristics work in the enterprise. One of the main tasks of management is to eliminate the various conflicts that always arise between these individuals, and to create an environment that encourages them to work together. For this purpose, the issues of incentives that have a positive result in increasing the efficiency of the enterprise are considered to be important and urgent directions in the activity of the enterprises of our country today, and the research aimed at further accelerating these processes is of great importance, and it can be said that this situation was an important motivation for choosing the topic.

References

1. Abelin E.N. Employees and their work. 2013. - p.16
2. Altr R.T. Systematic approach in organizations / R.T. Allen 2012. - p. 21
3. Bucala A.N. Management, psychology / A.N. Bupa. .: Yorot, 2010. - p. 152.
4. Balakin fb. High income / Balakin, fb Universal, 2014. - p.147.
5. Bannikov L.A. Personnel management: Knowledge, 2011. - p.23
7. Bavin K.P. Management of employee motivation: YNET, 2010. - p.147
8. Duprinova D.V. Introduction / D.V. Duprinova // Man in the process of work. - 2011 year. - pp. 118-124.

