



THE MAIN PRINCIPLES, GOALS AND TASKS OF MODERN ENTERPRISE MANAGEMENT

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Abstract

In the article, the main principles of enterprise management, goals and tasks are thoroughly analyzed, and the means and methods of achieving efficiency in management are clearly defined.

Keywords: Efficiency, managerial, strategic, material, spiritual, corporate, collegial

The effect of all the reforms implemented in our republic makes improvement of management the main task. The smoothness and perfection of the management implies the clarification of the goal, the organization of the activity and the control of the execution. Therefore, the issue of determining the main principles, goals and tasks of enterprise management is becoming one of the urgent tasks of the current period. In order to achieve efficiency in enterprise management, first of all, it is necessary to clearly define the goals of management, as well as the means and methods of achieving it. At the same time, it is necessary to pay attention to the fact that the goals of management are clear and that they are implemented by all executors. A correctly set goal represents the interests of the head of the enterprise, as well as the entire team and each employee. Such a result can be achieved by becoming a part of the set of tasks for the current and future development of the enterprise. Such an approach leads to the shortest path that ensures the alignment of production goals with production management. Such adaptation indicates the appropriateness of management both as a system and as a separate type of activity. Today, the goals and objectives of almost every enterprise are defined in the Law "On Enterprises" and are regulated on the basis of this law. Production of high-quality and competitive products at the lowest costs ensures maximum profit and avoids crisis and is the main task of every enterprise. All tasks of management should serve this purpose. The efficiency of management is achieved in many ways with the help of mutual relations between the objectives set before the enterprise and the tasks to be performed.

enterprise management into the following types:[1]

- according to the implementation period: current and prospective;
- according to the level of importance: primary (strategic) and secondary

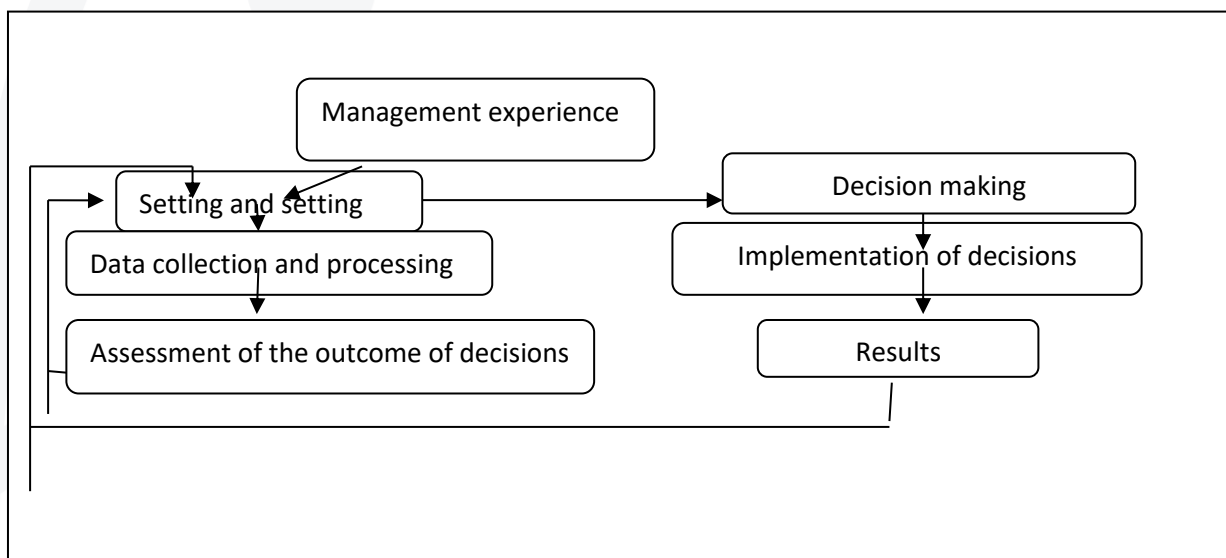




(tactical);

- according to the relationship to the object of management: private and general;
- according to the degree of achievement of the result: final and intermediate or urgent.

In the process of management, it is necessary to ensure that current goals are consistent with future goals, specific goals with general goals, and intermediate goals with final goals. More attention should be paid to the implementation of the main goals. Management activities of the enterprise or similar economic entities should be fully focused on the fulfillment of these tasks. The ability to distinguish the main goal from secondary tasks is one of the most important professional indicators of modern managers. The management process will mainly have a periodic (periodic) nature. It begins with setting goals and tasks, and ends with their implementation, that is, with the achievement of certain results. Based on the information received about the results (level of achievement of the goal), new tasks are determined and the management cycle begins again. The number of such periods is several, and they are primarily represented by the specific characteristics of the management object and other indicators.



1 - drawing. Management period

In practice, for various reasons, production may deviate from the set parameters, and management may not achieve the set goal. In such cases, deviations are removed by means of operational regulation, and the normal operation of the production process is ensured. In general, the period of management - from setting goals and tasks to achieving results can be shown in the form of the following diagram (Figure 1).

The efficiency of enterprise management, the less time spent on the formation and



implementation of goals, the higher. This includes, in addition to the experience and qualifications of the head (manager) of the enterprise and other persons responsible for the performance of management functions, reduction of time spent on management practices and work procedures, mechanization and automation of management processes, organizational and technical measures for rational organization of management decision-making and implementation. is achieved by using the complex [2].

In order to correctly make a decision aimed at achieving a positive result, it is necessary to foresee the possible results of making this decision, to correctly evaluate various options of development prospects. This determines the main strategic tasks of enterprise management. They include not only maximum profit, but also renovation and modernization of production, production of modern products that meet consumer demand, and determination of activity directions taking into account today's and future prospects. The last of the listed, in turn, requires a creative approach and the search for new directions of management decisions.

Management decision is an important link in the technology of management activity. The implementation of the management's goals and tasks will largely depend on the correct decision-making. On the one hand, the management decision is a logical-ideological activity performed mainly by the managers of the enterprise, and on the other hand, it is an emotional-psychological behavior. It depends on the depth of experience, knowledge and thinking of a person in the process of making management decisions [3].

Management decisions are classified according to the following characteristics:

- *on competence and responsibility* - individually or collegially (*team*) b disclosure decisions;
- *by content* - scientific-technical, economic, organizational, social management decisions;
- *by nature* - operative-distributive, economic management and normative management decisions;
- *on the level of influence* - single and multi- level management decisions;
- *according to the direction of influence* - internal and external;
- *according to the scale of influence* - private and general (collective);
- *according to the period of exposure* - one-time and multiple .

must meet the requirements of implementation possibilities, timely implementation, accuracy, legality and similar requirements. The best decision is the one that requires the least amount of changes and corrections during implementation.



Practice shows that at present, managers of many enterprises have enough knowledge and experience to make the right decisions in the course of management activities. more directed to specific individuals than to the means of production . Therefore, management and management decisions are primarily relationships between people in the production process. Here, it is important what principles the person making the management decision or the management office acts on the basis of their powers .

A principle is a special category on which an individual or group relies when making a decision. The principle is only human. Machines and animals do not have any principles. Based on certain principles, it is man who creates his relations with the world around him (builds a house, a bridge, builds a ship, etc.) [4].

Management activities in the enterprise are carried out on the basis of certain principles. These principles, firstly, establish agreements between production participants, and secondly, prevent possible errors and increase the efficiency of management work.

Modern science and management practices accept the following principles of enterprise management as the most basic:[5]

- 1) scientificity;
- 2) systematicity and complexity;
- 3) individual management and collegiality;
- 4) order and justice;
- 5) material and moral stimulation of employees;
- 6) economy and efficiency;
- 7) initiative and corporate mentality;
- 8) authority and responsibility.

The scientific principle of management is the core of the core. In practice, this principle requires , first of all, to be aware of objective laws of social development and scientific and technical achievements . With its help, the necessary balance of production and management is ensured, errors in management decisions are reduced, the center of gravity is shifted to achieving the greatest quality and quantity achievements.

envisages the wide use of economic-mathematical methods, the implementation of target-programmatic methods of management, the use of modern electronic computing techniques and automated systems of management in solving production issues .

The principle of **systematicity and complexity** science being a continuation of the principle, it also has its own independent significance. It aims to cover all the features of the managed system in vertical and horizontal directions. The principle of



systematicity and comprehensiveness is opposed to the principles of fragmentation of management methods and decisions based on momentary profit and passion. It serves to ensure the smooth implementation of production, creates favorable conditions for production.

Individual management and collegiality is one of the important principles of enterprise management. This principle is especially evident in enterprises operating under joint-stock conditions.

Sole management means that each head of the enterprise makes decisions on his own (individually) based on the rights granted by the law and is personally responsible for the activities of the enterprise. In addition, sole management refers to cases where an employee can or must receive orders from only one immediate (direct) supervisor.

Collegiality is expressed in the active participation of the enterprise team in making decisions related to production. In a certain sense, especially in the methods of management related to the will, collegiality means individual management dependent a- resistance. In the conditions of the market economy, the possibilities of this principle have been significantly expanded.

Order and justice are principles of governance that remind themselves at every step. In many cases, it is precisely according to this principle that the description is given to the enterprise and its head. The more educated and experienced the head of the enterprise, the higher his professional skills and culture, and the more he cares about the team, the higher the indicators of order and fairness. In short, order means that everyone and everything is in its proper place, and justice is a combination of mercy and justice. The principle of order and justice of the management prevents frequent turnover of employees, serves to increase the reputation of the enterprise and to interest the enterprise team.

The principle of material and moral stimulation of employees is an important incentive in increasing labor productivity and reflects the effectiveness of the management system. In order to gain employee loyalty and support, they need to be fairly compensated for their services, and employees should be fairly compensated for the quality and quantity of work performed. In addition, moral stimulation is no less important than material stimulation. The leader's talent can be seen in his skillful use of the system of both material and moral incentives, taking appropriate measures to advance the initiatives and achievements of employees (employees, workers) in a timely manner.

Economy and efficiency is a principle that should be implemented at all levels of enterprise management. The essence of this principle is expressed in the economical use of material and labor resources, the achievement of the most results with the least





costs, and the full use of production reserves. However, this principle is not applied as an exception, but only if it becomes a rule of work not only for the head of the enterprise, but for the entire team and first of all for the workers who create ready-made products from raw materials and materials.

initiative and corporate spirit are also the impetus for successful operation of the enterprise in the market system. In general, it is impossible for management to achieve success without initiative, vision, and creative approach. Management enriches the creative base, connecting initiative with corporatism.

If the corporate mentality is the result of the harmony and union of the production team, **initiative means active actions and** gives additional strength to the enterprise team and each employee in the development and implementation of various production development programs.

The principle of authority and responsibility means the creation of a reasonable, clear and well-established organizational system of management, the development of instructions for positions and documents on the rights and duties of managers and specialists, the determination of financial responsibility for the work performed, the preparation of orders and instructions in a timely manner. Each position holder - from the head of department or service to the head of the enterprise - should not hide his/her authority in management activities and should not reduce his/her obligations to others, i.e. subordinates.

In conclusion, the above-mentioned principles, both separately and together, should serve to increase the credibility of the management system and the reputation of the head of the enterprise and each management structure. In addition, they need to be constantly improved and supplemented with new principles that meet the spirit of the times and the requirements of the mechanism of economic management. This makes it possible to develop new forms and methods of management systems and processes.

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