



THE ESSENCE AND OBJECTIVES OF MANAGEMENT

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ABSTRACT

It is necessary to study management by connecting it with the economic basis of society, taking into account two aspects of management - organizational-technical and socio-economic.

KEY WORDS: *Management functions, management subject, management*

The founders of management theory are Taylor, Ford, Gilbert, Emerson, Fayol and others. Historically, the initial direction of management theory was called the "classical" (traditional) school. American engineer and researcher Frederic Taylor contributed greatly to the establishment of this school. Taylor has held all levels of the service ladder - from a junior clerk to a manager of a large metallurgical enterprise in Boston, USA. In the first decision, he used a scientific approach to the organization of some production processes and management of the entire enterprise. His famous works such as "Fundamentals of scientific enterprise management", "Principles and methods of scientific organization of management", "Administrative-technical organization of industrial enterprises" are the basis of a large collection of literature on scientific organization of production management published abroad. put Taylor justified the need for special functional management of labor processes, tried to separate the organization of production into structural elements along with physical labor. In the scheme developed by him, it is reflected that it is impossible to work in a hurry, everything is thought out in advance, all conditions and methods of work must be clearly defined in advance.

Management as a field of science is an interdisciplinary network, in which achievements achieved in economics, sociology, psychology, law, technical and other sciences, as well as experiences in the art of management are expressed. Modern management that is being formed in Uzbekistan is a comprehensive science of innovation, which is the formation of a market economy, the development of entrepreneurship, the creation of certain conditions and competitiveness, the creation of a favorable ground for revitalizing the activity of physical and legal forms based on economic freedom and responsibility. is born at the same time. The subject of management is to study the laws (laws), principles and relations of management at all levels of economic management. Management relations are an integral part of socio-economic relations and have various economic, organizational, social, labor, psychological and other forms. Management relations represent a complex set of communication and interaction between employees under management, therefore, management is primarily the management of people.

The main tasks of management are to be able to organize (do) business activities, to be able to see market demand and tradition, linear, official, line-staff leadership structure, territorial structure, elements of production (marketing, business plan, organization, regulation imposing, motivating, controlling, accounting, tending, planning), the art of management and so on.



Professionally trained specialists who have the ability to organize and have a sense of entrepreneurship can be called management. At the same time, he should be able to use many scientific methods in practical activities, he should also be creative.

In the organization of management process (organization, technology, planning), business plan and supply, financing and business plan, price formation and borrowing, etc. must provide.

Modern enterprises (enterprises, organizations) must choose products and purchase resources in order to operate in market conditions. In the market economy, he solves all the problems by himself, obeying the laws of the market.

Every element of the manager's planning and execution of his work results from some unexpected requirements.

When a manager attempts to predict the volume of output to be produced or grown, he must remember that price is a key element in the demand mechanism. In order to increase the volume of products in the market, it is necessary to reduce the price of the product. It is difficult to control the market process. It is necessary to know the market mechanism that interacts with supply and demand, price formation, and other traditions. Here, not only the product (service), but also the skills of the employees involved in its production (production, service) are important.

Strategic management within the enterprise can be in the form of a linear, official, line-staff, "by product" organizational structure.

All tasks of management in a linear organizational structure are in the hands (position, discretion) of the department manager. In the executive structure, the manager specializes in a specific field of activity and is responsible for it. In a linear organizational structure, planning, accounting and control issues are solved more competently.

Management in the organizational structure "by product" is more complicated, it is an advanced form of the traditional linear-functional structure in the conditions of the automatic system of enterprise management. The content of management reveals its task.

The strategic task of management: the structure of the network economy; its territorial structure; separate elements of production (service). Their specific tasks are: marketing, business plan, organization, regulation (adjustment), promotion, control, accounting, inclination, planning, forecasting.

Attention (unbiased) should be paid to the structure and content necessary for the strategic tasks of management, otherwise the effectiveness will decrease.

Management work is related to social, spiritual, economic, pedagogical, professional and other disciplines. Using their recommendations improves the art of management. Thus, in order to understand the nature of strategic tasks of management, it is necessary to jointly imagine its relationship with the concepts of categories. On the one hand, economy, market, entrepreneurship, marketing are assumed, and on the other hand, each of these concepts enters the management system as an element in the expression of self-selection of the appearance and takes the appearance of the form together. As a result, an organizational structure of management appears.

An enterprise or organization may have plans developed, appropriate structure, efficient information transfer, installation of modern equipment and innovative technologies. But if the members of the enterprise (organization, enterprise) do not work (do not show activity) as required, all opportunities will be destroyed. An employee is not a machine, it should be possible to "connect" him to his work. In order for an employee to be effectively managed, he must have the professional readiness, desire, sincerity, good looks, motivation, mood, frustration, that is, inclination.



Inclination is a set of internal and external driving forces that encourage a person to act, gives a limit and form to the activity, shows a direction to the activity, and determines the way to achieve certain goals.

In order to understand the description of inclination, it is necessary to be able to define the characteristics of the activity, such as human need, reason, motivational factors, effort, determination, honesty, and focus on a goal.

In economic management, the object of direct management consists of labor teams and individual employees. Only the material elements of production, i.e. labor tools and objects, are affected by means of their labor activity.

The most basic knowledge method of management is the dialectical method, which helps management to reveal the essence of the studied social phenomena.

The following other methods are also characteristic of management: a clear historical approach to the study of real events; structural approach, structural analysis, economic experience, etc., which allows simultaneous analysis of all elements of the economic mechanism and the development of complete management decisions.

The skill of management consists in having the ability to master all his methods, to use them in the right way, to find the most effective one in each specific situation.

2. Management objectives

The continuous operation of all management is management. This is the work process of the control apparatus. In general, management can be described as follows: from the point of view of technology (how it is done), organization (by whom and in what order) and content (what exactly is done).

Management from an economic point of view is, first of all, a system of managing all economic problems, managing people. From a social point of view, management is, first of all, meeting the social requirements of labor communities, educating a person. The management process technology is the practical work performed by the employees of the management apparatus.

Thus, the management process is the coordinated operation of the head of the management apparatus and people to achieve the set problem.

At the problem stage, the main contradictions in the current state of the system and what needs to be done to improve the system's work are determined. The decision stage is the activity of the leader to move to practical work. As soon as the decision is made, the managed systems are clearly affected, and some simple management actions are performed.

The method of management process is as follows: information-analytical and organizational work. Information-analytical work consists of the following: information collection, analysis, processing and transmission of information, development of options for management decisions, storage of information on options for management decisions, etc. Organizational activities include: explaining, persuading, encouraging, assigning tasks, monitoring performance, influencing, etc.

Managing people involves not only making decisions, but also monitoring their implementation. Unfortunately, in many cases, the implementation of the management process in our life is not organized from all sides, its organizational, content, and technical aspects are not interconnected.

The content of the management process can be seen in its functions. The management function is understood as a set of various tasks aimed at solving certain issues related to management. Management bodies and executives determine the function of responsible management. These duties are expressed in the Regulation on the functional department and the instructions for senior managers.



A functional analysis of the management process establishes the scope of work for each function, determines the number of managers and designs the management system.

g) coordination - the arrival of all management functions in solving technical, economic, social issues together. From this, mutual communication will be established, and a warning will be issued if there is a deviation from the current norms and regulatory documents.

d) stimulation is the activation of the human factor on a broad democratic basis, management of care in his interests;

e) accounting and control - this is control and accounting of the state of the managed system, management of ensuring work at a uniform level.

If the controlled object has its own characteristics, the control functions will also work. However, in the form of an enterprise, the following functions can be distinguished:

- a) main production management;
- b) auxiliary production management;
- c) product quality management;
- g) labor and salary management, etc.

Each specific function is a component of the management function, which in turn is further divided into several parts. For example, it includes basic production management, marketing, planning, promotion, etc. All functions are interrelated.

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