

IMPROVEMENT OF PERSONNEL MANAGEMENT MECHANISMS

Zarnigor Azamova

researcher, Fergana State University, Uzbekistan, Fergana city

Abstract: *This article discusses the use of advanced technologies in order to improve the personnel management mechanism in organizations and enterprises. The study provides recommendations for effective personnel management.*

Keywords: *employees, enterprise, management mechanism, management, employee motivation, motivation, human potential.*

INTRODUCTION:

Analysis of the activities of Uzbek enterprises shows that at present, the management of functional employees is gradually moving to a specially regulated system that helps to achieve the long-term goals of the organization. Priority components of this system are: personnel policy, its strategy and planning.

Personnel policy answers the following questions: what should be done to select employees of the organization (enterprise) and how to organize activities in it in order to successfully realize its future goals.

MAIN PART

The personnel strategy takes into account the methodology of hiring the necessary employees for the enterprise.

Personnel planning is the process of developing a set of measures that can implement the personnel policy, using the methods considered in the personnel strategy.

Studying the experimental methods of domestic and foreign enterprises allows us to formulate the main goal of the personnel management system. This leads to the provision of qualified personnel, the organization of their effective use, as well as professional development of employees.

With this goal in mind, the company is developing a personnel management system.

As part of our research, we want to focus on the role of people as a resource of every enterprise. Many managers are faced with the question why it is difficult to achieve certain goals in their organization? But many people do not associate it with the main factor, that is, wrong personnel management. For example, during the analysis of most of the information systems used for personnel management, the following tasks are solved: accounting for the use of working time, management of the salary fund, analysis of information about employees (vacancies, etc.); formation and preparation of the necessary report, while taking into account the possibility of a comprehensive assessment of



organizational structures; assessment of the compatibility of systems of work tasks, determination of issues of necessary training of employees and assessment of skill levels.

The actual activity of most companies in the world shows that the key to success lies in the operational management of the company's employees.

A person in the role of one of the resources of the production system (labor, human) is an important element of production and management processes. The characteristics of a person with a certain level of needs, motives, values and attitudes act as the main subject of management.

Since the above approaches represent a set of views on the same phenomena from different perspectives in terms of analyzing the role of the human factor in production, we will comprehensively research the concept of "human factor".

"Human factor" - the inner world of people, their needs, interests, attitudes, feelings, orientations, etc. It is not easy to achieve a high level of management without knowledge about the regular behavior and activities of employees. They are needed by managers who represent modern production, for example, at the level of knowledge in the field of technology and economics. Inadequate understanding of human factor issues is the basis for various misunderstandings in production. The emergence of conflict situations, a high level of personnel turnover, a decrease in product quality and production efficiency.

The core of the human factor is the personality, that is, the appearance of a person from the point of view of his psychological relations as a worthy member of society, who is aware of his destiny in society.

For the first time, this term was introduced into scientific use by Frederick Taylor, who set himself the task of creating a system of increasing productivity by intensifying it in the enterprise. He came to the conclusion that the main reason for low labor productivity is the imperfect system of motivating workers.

According to Taylor:

first, the need to introduce economic methods of work;

secondly, taking into account the issues of professional selection and training of employees;

third, pay attention to personnel placement;

fourthly, it is necessary to ensure the expediency of organizing mutual cooperation between managers and employees.

Scientist Henri Fayol was the first to develop a sufficiently consistent system of principles for taking into account the laws of the human factor in management. Fayol developed issues of labor promotion in connection with top management activities.

Economic reforms in Uzbekistan are shaping market relations and fundamentally changing the position of organizations. The existence of enterprises with different properties, sizes and activities leads to the formation of new economic and legal relations.

This situation has an effect on the relations between people, their view of property, the obtained result and its efficiency is changing fundamentally. Since the main object of management is employees, in the process of managing a modern organization, the main attention is paid to the activities of employees, their mutual relations, interests, and ways to achieve goals.

One of the main goals of the adoption of the strategy of forming a socially oriented market economy in our republic is to improve the life of the population, including the employees of enterprises, to raise living and working conditions to a high level.

Due to the fact that the Republic of Uzbekistan is closely connected to the world economic system and gradually transitions to a market economy, new ownership enterprises, companies, firms, societies are being formed at the scale of the national economy. the need to learn is ever increasing.



In today's practice, there are two different approaches to the problem of the employee and his management:

- human resources management;
- personnel management.

The concept of "human resource management" includes strategic aspects of management, as well as issues of social development, and they are given priority. The concept of "employee management" means fast work with more personnel. If the first approach stems from the tasks of employment and its coordination at the state level, the second approach stems directly from labor relations at the enterprise level and their coordination (Table 1). Personnel management means a system of interrelated organizational, economic and social activities aimed at developing the potential of people employed in the enterprise and using it effectively, creating the necessary conditions for their normal (moderate) activity. understood. Such management is divided into functional and organizational management.

Functional management refers to issues directly related to personnel issues, i.e. personnel selection, dismissal, training, salary, etc. The concept of organizational management includes all persons and institutions directly responsible for personnel work, i.e. leaders, personnel department, trade unions, etc. Depending on the distribution of labor resources, the potential of human resources as development factors can be large or small. Approaching the issue in this way makes it possible to study and determine the labor potential of the society, the region, and enterprises. Labor potential can be defined as labor resources in the qualitative dimension. It is clear from the above that the concept of "labor potential" is a special factor that helps to study the interaction of labor resources and the economy.

Management of a single complex system of human resources in an enterprise constitutes a single complex system. This system socially modifies his behavior by setting specific and selective goals. This has a very significant impact on management. At the same time, clearly well-chosen methods of influence are associated with investments made. Therefore, in many companies, human resource management is considered as the main strategy in the development of many companies.

Personnel management system means a system of interconnected economic, organizational and social activities aimed at developing the potential of people employed in the enterprise and using it effectively, creating the necessary conditions for their normal activity. It is worth noting that a clear and conveniently designed system plays a very important role in increasing the efficiency of the enterprise. In systemized enterprises, it is distinguished by the ease of working with employees, that is, the control over assigned tasks is carried out correctly, and the process of information exchange is easy. This system includes the following.

The efficiency of the work in the organization means the development of the vertical division of labor. It is about organizing the work of the manager to coordinate the activities of departments and workers.

CONCLUSION

In conclusion, it is worth saying that the innovative description of production, its high level of scientific capacity, the importance of product quality issues, changed the demand for employees, increased the importance of creative attitude to work and high professional skills.

Changes in the principles of labor resources management are aimed at the implementation of the motivation policy, which is important in modern conditions. In this process, the motivation policy is aimed at the development of collective forms of ownership (joint-stock and partnership companies, cooperatives), the involvement of employees in management, and the expansion of cooperation between the administration and employees in order to achieve common goals.



The process of personnel management shows that the main goal of work is to plan employees and create favorable conditions for their activities.

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