

History of Formation of Management Culture

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Abstract: Looking at the theory and practice of management, we witness its division into several historical periods.

Keywords: management culture, management, historical process.

The first period is the ancient period. It lasted from the 9th to the 7th millennium BC until the 18th century.

Until it became an independent field of knowledge, humanity began to accumulate the experience of management. The first, simple, primary form of collective labor regulation and organization existed at the stage of the primitive collective system. During this period, management was carried out in consultation with members of the clan, community, and tribe. Clan and tribal chiefs and elders embodied the basic principles of governance in this period. During these times, in some parts of the Middle East, a transition from the exploitation economy (hunting, picking fruits, etc.) to a fundamentally new form of production was made (production, economy). The transition to a productive economy was the starting point of the creation of management and the stage of gathering certain knowledge in the field of management by people.

In ancient Egypt, a rich experience in managing the state economy was accumulated. During this period (3000-2500 AD), a sufficiently developed state management apparatus and its serving stratum (officials-mirzas) were formed. SOCRATES (480-397 BC) was one of the first to describe management as a separate field of activity. He researched the principle of universality of management based on the analysis of different forms of management. PLATO (428-394 BC) created the classification of the form of government. He tried to limit the functions of governing bodies. ALEXANDER OF MACEDON (365-323 BC) developed the theory and practice of army management.

Although the cited materials describe the process of gaining knowledge in the field of management from one side or another, they cannot cover all the events and dates, but this review allows you to imagine what was paid attention to in the initial stage of development of the new science and art of management.

II period - industrial period (1976-1890-uShag).

During this period, Adam Smith's contribution to the development of the concept of public administration is great. He was recognized not only as a representative of class political economy, but also as an expert in the field of management, because he analyzed various forms of division of labor and described the obligations of the king and the state. The teaching of Robert Owen had a great influence on the formation of scientific directions and management schools that have been formed in the present period. His ideas on humanizing production management and recognizing the need for training, improving working and living conditions are still relevant today. The first turning point in management theory and practice is related to the creation and use of computer technology.

In 1983, the English mathematician Ch. Babbage designed the prototype of today's modern computing technology - the "analytical machine" - with the help of which management decisions at that time began to be made quickly. III period — regulation (systematization) period. The science of management is always in flux. New directions, schools, currents are formed, the scientific apparatus changes, improves, and finally, the researchers themselves, the views of the teachers change. Over time, managers change their focus from the needs of their respective organizations to the management methods in motion within the network. Some have solved management problems with methods used in the past. Other researchers began to look for a more systematic approach to management. Their individual successes and failures can be memorable lessons for today's managers.

In fact, the management that we are talking about now is the result of the industrial revolution that took place in the 19th century. As a result of the emergence of the factory, which is the initial type of production, and the need to provide employment to a large number of people, the individual owners of the factory monitored the activities of all the employees, selected the best employees, and therefore trained them. could express their interests. These people were the first managers. The IV period is the information age (from 1960 to the present). Recent management theories have been developed mainly by representatives of the "quantitative school" of management. The emergence of this school is the result of the use of mathematics and computers in management. Its representatives see management as a logical process that can be represented by mathematics.

In the 60s, the development of a management concept based on the use of mathematical hardware, which achieves the integration of mathematical analysis and subjective decisions of management, began.

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The formation of a number of management functions, the combination of human and EHM work, the composition of the analysis element began to require revision. New elements of the internal firm plan have appeared, such as inductive modeling of decisions, methods of analysis under conditions of uncertainty, mathematical support for the evaluation of multi-objective management decisions.

Currently, mathematical methods are used in all areas of management science. Management research has come to be disseminated as a process.

References:

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