

Management is a Management System

*Jumaniyazova Dilbar Azatovna*¹

Abstract: Management is management, i.e. management of resources and people, and its main goal is to increase profit.

Key words: management, management, rule, system.

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.

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. Thus, management is management, i.e. management of resources and people, and its main goal is to increase profit. All social problems, all difficulties in the way of economic development can be easily solved through "creative management" if they are approached in the spirit of business.

In scientific terminology, management means such a socio-economic process, as a result of which the set goals are achieved by directing the company's resources. It should be noted that the meaning of "management" is much narrower than the term "management". For example: the machine can control the technological lines, which is the role of the engineer and technologist.

Management as a scientific discipline appeared approximately with the birth of capitalism in the first half of the 19th century. At that time, it was ordinary, that is, it had a military description. Early managers used methods of military discipline, threats of punishment, and unconditional obedience to any orders and decrees. Such management is considered to be an extremely effective method of using labor resources and extracting as much additional value from them as possible. When the employer oppresses the employee, it is difficult for it (labor product) to be effective and productive, and when the individual encourages his manifestation, it is impossible not to update and improve it. From the point of view of the school of human relations, the worker is not a mindless robot, but fulfills certain social needs in terms of self-respect in prestige, feeling of self-worth, approval by others, and striving to achieve personal goals and interests. is an individual who has

The school of human relations consists of the development of a suitable method of management based on initiative, cooperation with employees, formation of "spirit of solidarity" and "community feeling" in the company, as well as motivation. American scientist D. McGregor (1906-1964), a famous representative of the school of human relations, emphasized that there are two models of human behavior, two types of employee's attitude to his work, and the manager should use them to determine the most effective methods of justifying the work of employees. was

According to the first model, an exemplary hired worker is a person who is lazy by nature, therefore he tries to evade the assigned work, he lacks honor, sense of responsibility, understanding. From this comes the following conclusion: it is necessary to constantly threaten such an employee with coercion, control, punishment and fines.

¹ NSPI NAMED AFTER AJINIYAZ Faculty of Pedagogy Direction school management

The second model is the opposite of the first one: hired workers are active by nature, they are resourceful and resourceful, and have the ability to take responsibility. In this case, the task of management is to create conditions for people to achieve their goals and interests in an optimal way, and the policy and perspective of the company should be organized based on the behavior of employees.

Discipline, productivity, income (profit) are high in enterprises with high level of management, and on the contrary, expenses, defects, and defects are low. Management means, first of all, determining the volume and type of work to be performed, distribution among employees, delivery of resources, formation of calculations and financial results, monitoring and control of their use. Therefore, serious attention is paid to management abroad.

As for the issue of management in production, due to the transition to market relations, the necessary situation and conditions have arisen for the application of management. Now it is necessary to start using management methods gradually and then expand their scope. No special preparation is required for this. The faster and earlier the management methods are used, the faster its effect will be manifested. With the help of management, it is possible to carry out both the reform and the main work at a high level, and achieve significant economic indicators. Any production base consists of controlled object and control subject systems. The connection between controlled and controlling systems is formed by the interaction of people with each other.

Thus, production management consists of managing the workers, who in turn manage the means of labor. This, in turn, represents the subject of management. In the current period, it is impossible to effectively manage the national economy and enterprises without relying on scientifically based principles and laws of management. The implementation of management requires a more complete understanding of the laws of social development and their use in practice on a scientific basis. Because the importance of science and technology in the production forces increases in the "Man-Machine" relationship.

References:

1. S. Fulomov. Fundamentals of Management and Business. — T. Labor, 1997
2. R. Valijonov, O. Acceptance. Management. Namangan. Example. 1996.
3. R. Valijonov, O. Qabulov. Fundamentals of management. — T.: University. 1997.