



Introduction Of Principles Of Management In Subjects Of Business

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ABSTRACT

The Accelerated rates small-scale business and business worldwide develops. In Uzbekistan small-scale business and business too develops. The share of small-scale business and business grows in gross national product. Successful activity of small-scale business and business depends from introduction in them of modern principles of management. In article introduction of principles of management in subjects of small-scale business and business in the conditions of economy globalisation is considered questions.

KEYWORDS

Management, small-scale business, business, laws, principles, management principles, resources, efficiency.

INTRODUCTION

The main role in the development of the economy is played by the state of economic

activity in the existing sectors and industries, the organization of management tasks and the

solution of their problems, the implementation of tasks on income and profit. In this case, the management of the economy in the regions, as well as its branches and sectors, as well as the management of enterprises and organizations play an important role.

Due to the rational organization and successful implementation of these issues in our country, the economy of our country has maintained its pace of development in the context of a pandemic that has hit the economy hard. Of course, at a lower rate than in previous years, but growth rates have been observed. The pace of economic development of our country can be seen from the following figures. In 2020, the gross domestic product of the Republic of Uzbekistan in current prices will reach 580203.2 billion soums. soums and increased by 1.6% compared to 2019. In 2020, the GDP per capita in current prices amounted to 16,949.1 thousand soums (or the equivalent of 1,685.5 US dollars). In 2020, 341467.5 billion soums will be spent on the production of goods as part of GDP. soums, in the sphere of services - 194363.5 bln. soums of gross value added. In 2020, the value added of the industrial sector increased by 0.7% in comparable prices. The positive dynamics in this sector was mainly due to the growth of value added of the manufacturing (processing) industry by 7.1% (in 2019 - 6.6%, in 2018 - 7.9%). The electricity, gas, steam and air conditioning sectors also grew by 12.5% (5.1% in 2019 and 3.1% in 2018). Such growth rates were observed in all sectors and industries of the economy. A set of measures to ensure the stability of enterprises in the real sector of the economy, primarily through the modernization of production, reducing production costs, expanding cooperation, stimulating domestic demand for domestic

products, has had a significant impact on achieving such results. The impact of small business and entrepreneurship on the development of the economy was also high.

At the same time, there is still a lot of work to be done in the economy of our country and its regions. To carry out this work requires an increase in the level of organization and management of production. Every small business and entrepreneurial enterprise must work efficiently and maintain the pace of development. To do this, they need to improve the organization and management of production. The use of modern management principles is of great importance in improving governance. Management principles are still used today. Management principles improve over time, adapting to the situation and the environment.

The issues of management and organization of production in different periods and ways to improve them, as well as issues related to the application of management principles are covered in the scientific work of many scientists and researchers in our country and abroad. Among them are M. from domestic and foreign scientists. Meskon, F. Xedouri, V. Kim, R. Rummyantseva, S. G'ulomov, M. Sharifkhojaev, A. Olmasov, I. Iskandarov, V. Safarov, V. Shepelev, M. Rasulov, A.M. S.S. Gulomov, Sh.R. Xolmuminov, Yo. Abdullaev, Sh. Karimova, A. Nuriddinova et al.

Governance as an important indicator of social relations applies to all aspects of public life. It stems from the essence of man in society, the division of labor, the need for cooperation and treatment, and economic, social, and political relations. Without management, it is impossible to carry out activities aimed at

changing the nature, uniting the tools and objects of labor in a single production process. In other words, management establishes an agreement between all participants and elements of production, regulates the content and norms of the relationship that arises, and contributes to finding effective ways to use resources. This activity is constantly improving and evolving. From this point of view, it is important now to apply the principles of modern management in small business and entrepreneurship and to achieve high rates of development based on it. Such issues are relatively rare at the current level of the economy.

THE MAIN PART

Many concepts and definitions can be given to management activities. Summarizing the concepts given to management, the following concepts can be given: Management is a system of focused interaction on the social labor process based on the objective laws of production development, a way to simultaneously control, motivate and regulate the work of each worker and the team. The distribution, consumption, and exchange of material wealth and goods and their equivalent values also require management.

In the context of globalization, significant changes are taking place in the methods, principles and techniques of management in the period of modernization of the economy, technical and technological renewal of production, economic and scientific-technical changes. Management as a separate system is becoming more and more a field of experience exchange, advertising, a means of quickly solving production tasks. It is important that decision-making, which is the result of

management activities, is effective, that all management decisions are made in a timely manner. Management decisions will be more focused on specific individuals than on the means of production. Therefore, management and management decisions are primarily the relationships that occur between people in the production process. Here, it is important to know on what principles the person making the management decision or the governing body should act on the basis of its authority.

A principle is a special category that an individual or group relies on when making a decision. The principle belongs only to man. Machines and animals have no principle. Based on certain principles, it is man who creates his relationship with the world around him.

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

Modern science and management practice accept the following principles of enterprise management as the most basic:

- 1) Scientific;
- 2) Structure and complexity;
- 3) Individual management and collegiality;
- 4) Order and justice;
- 5) Material and moral incentives for employees;
- 6) Economy and efficiency;
- 7) Initiative and corporate spirit;
- 8) Authority and obligation.

The scientific principle of management is the core of the cores. In practice, this principle requires, first of all, awareness of the objective laws of development of society and the achievements of science and technology. With its help, the necessary balance of production and management is ensured, errors in management decisions are reduced, and the center of gravity is shifted to achieve the greatest quality and quantity achievements.

The scientific principle provides for the widespread use of economic and mathematical methods in solving production problems, the implementation of targeted software methods of management, the use of modern computer technology and automated control systems.

The principle of systemicity and complexity is not only a continuation of the scientific principle, but also has its own independent significance. It covers all the features of the controlled system in both the vertical and horizontal directions. The principle of systemicity and comprehensiveness is contrasted with the principles of dispersion of management methods and decisions that arise out of a moment of profit and passion. It serves to ensure the smooth running of production, creating favorable conditions for production.

Individual management and collegiality is one of the important principles of enterprise management. This principle is especially evident in small businesses and entrepreneurial enterprises.

Individual management means that each head of the enterprise makes decisions individually (individually) on the basis of the rights granted by law in resolving issues within its competence, and is personally responsible for

the activities of the enterprise. It also means cases where a single management employee can receive orders from only one direct (direct) supervisor or is required.

Collegiality is expressed in the active participation of the enterprise team in decision-making related to production. In a sense, collegiality refers to the contradiction of individual management, especially in ways where management is related to the will. In a market economy, the possibilities of this principle have been significantly expanded.

Order and justice is a principle that governs itself at every step. In most cases, it is on this principle that the company and its manager are described. The more knowledgeable and experienced a business leader is, the higher his or her professional skills and culture, and the more he or she cares about the team, the higher the order and fairness indicators will be. In short, order means that everyone and everything will be in place, and justice is a combination of mercy and justice. The principle of order and fairness of management prevents frequent staff turnover, serves to increase the reputation of the enterprise and to attract the interest of the enterprise community.

The principle of material and moral motivation of employees is an important impetus in increasing labor productivity and reflects the effectiveness of the management system. In order to achieve the loyalty and support of employees, they must be fairly paid for their services and workers for the quality and quantity of work performed. Moreover, spiritual incentives are no less important than material incentives. The ability of the leader is reflected in the timely recognition of the initiatives and achievements of the employee

(employees, workers), their proper assessment and skillful application of the system of both material and moral incentives.

The principle of economy and efficiency is a principle that must 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 maximum results at the lowest cost, the full use of production resources. However, this principle is not applied as an exception and finds true confirmation only if it becomes a rule of labor not only for the head of the enterprise, but for the whole team and, above all, for workers who create finished products from raw materials.

Entrepreneurship and corporate spirit are important principles of management, as well as the impetus for the successful operation of the enterprise in the market system. In general, it is impossible for management to succeed without initiative, without looking to the future, without a creative approach. Management enriches the creative foundation, linking initiative with corporate.

If the corporate spirit is the result of the unity of the team involved in production, the union, the initiative means active action and gives additional strength to the enterprise team and each employee in developing and implementing various programs of production development.

The principle of authority and responsibility means the creation of a rational, clear and orderly organizational system of management, the development of job descriptions and documents on the rights and duties of managers and specialists, the definition of

financial responsibility for the work performed, the timely preparation of orders and instructions. Every position holder - from the head of the department or service to the head of the enterprise - should not hide his powers and reduce his responsibilities in management - not to impose them on others, ie his subordinates.

These principles of management should serve both individually and collectively to increase the reliability 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 requirements of the spirit of the times and the mechanism of management. This will allow the development of new forms and methods of management systems and processes.

RESULTS AND DISCUSSION

Principles of management form the basis of management science and practice. These principles reflect the objective, important, repetitive, relative, constant, clarity, general connection and connections with the essence between the object and the subject of management. These general connections and connections determine the direction and nature of the development of vocabularies under certain conditions. It is clear from this that management principles can be defined and expressed through norms, rules, rituals, tendencies that are binding on all.

There are general and basic aspects of management principles that will improve over time. In this regard, the principles applied in previous years may not meet modern requirements (ie improve)

The difference between general and model-based principles of management is that certain specific aspects of management are formed in model-based principles. In the structure of the principles of the model form of management can be found some principles that apply to general principles. For example, while M. Weber's principles are model principles of management, they are based on the principle

of hierarchy of management, which is part of the general principles of management.

It is recommended that the current system of incentives be combined with community and individual incentives. More attention should be paid to encouraging teamwork. In doing so, managers need to choose the right incentive object. At present, the object of incentives is more focused on quality indicators.

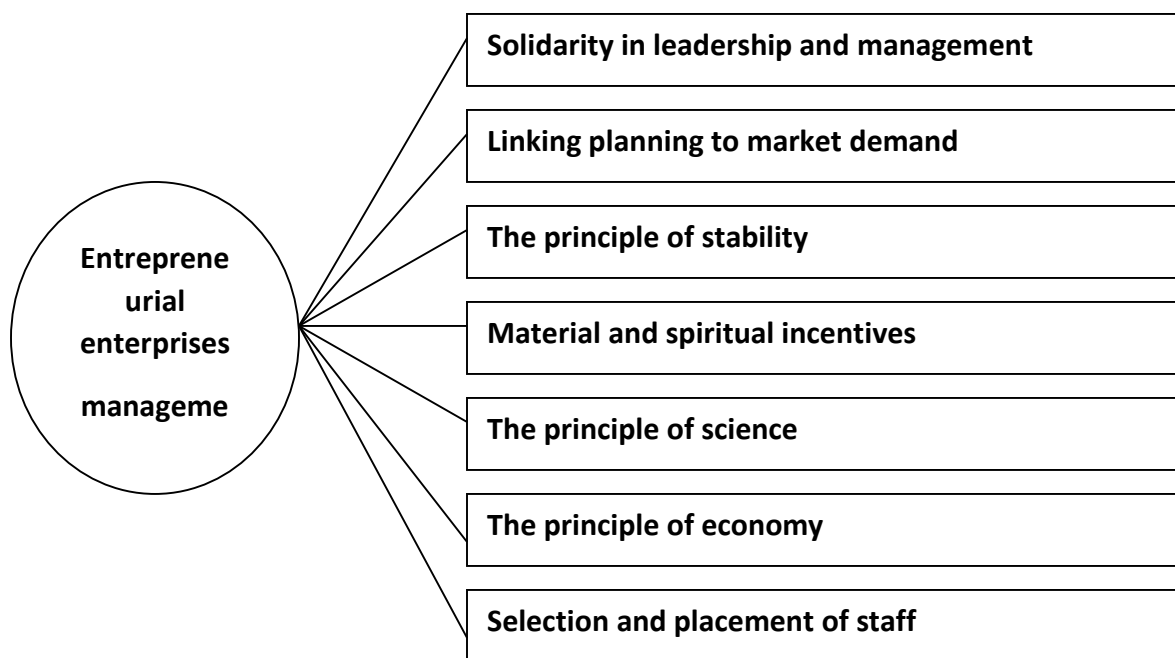


Figure 1. Modern principles of business management.

The principle of incentives is important within modern management principles and it ensures high productivity growth of labor productivity. When applying this principle, it is important to correctly identify the object of incentive. The object of incentive is said to be the indicators that are the basis for incentive. The following indicators can be taken as an object of incentive:

1. The volume of product produced.
2. Product quality.
3. Labor productivity.
4. Effective use of tools.
5. Fulfillment of contractual obligations.
6. For strengthening labor discipline and technological discipline.

CONCLUSIONS

A number of modern management principles can also be widely used in their management to ensure the rapid development of small business and private entrepreneurship. These include: (Figure 1):

- Solidarity in leadership and management;
- linking planning in the management process with market requirements;
- The principle of stability;
- The principle of material and moral incentives;
- scientific principle;
- The principle of economy;
- The principle of selection and placement of personnel.

Organizational and management activities are carried out and efficiency is ensured using these principles.

To date, a number of principles of organization and management of production are used in business entities. Principles change over time and adapt to existing conditions. Based on the requirements of modernization of the economy in the context of globalization, we found it necessary to develop new and improved principles in this area. We consider it expedient to apply the following principles in the organization and management of production in business enterprises:

1. Self-sufficiency management.
2. Duties and responsibilities of employees in the management of the economic mechanism at each level of the entrepreneurial enterprise in a market economy.

3. Effective decision-making Effective decision-making for the enterprise, workers, population, market all.
4. The principle of control over every behavior in management activities. Even the need for deeper financial control.

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