

та роблять значний внесок у протидії поширенню дезінформації в національному медіапросторі.

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## **THE ESSENCE OF EFFECTIVE MANAGEMENT AND ITS IMPORTANCE IN THE MANAGEMENT OF ORGANIZATIONS**

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In this article various processes carried out in enterprises on management systems and Personnel Management are large-scale work and increasing the efficiency of work in it, creating opportunities for employees in the process of work, providing them with work-related aspects of the problems taking place at work and in their personal lives, giving employees a motivation, keeping each employee at work, we will consider to what extent the scope of work with an employee in the activities of the enterprise

is developing. In addition, considering the modern methods of effective management of employees at enterprises and the totality of actions carried out in this process on the example of Uzbekistan and foreign enterprises, we will try to widely cover the studied process on the surface of the topic chosen by this article.

Management (in the economy) – the process of regulation and orientation of the state of the economic system of an economic object; indicates a conscious purposeful influence on people and economic objects by entities, departments, is carried out in order to direct their activities and achieve the intended results. Management includes a number of state-owned enterprises and a number of similar production areas, from all sides of which an enterprise, a firm, a company, a number of associations are carried out at the state level. We can see the management process from all sides to each area, as this concept has its own meaning and meaning in each area. When we relate the management process to the field of economics, it is a special meaning in the processes of production of factories, factories, firms and others among each economic process is carried out on the surface of the species. Management process that is, the process of work is carried out in our country by state management bodies and managers that is, managers. In management, it is up to the manager to take control of the quality of products, costs, property, cost, market, demand, supply and other issues that make very important decisions and lead to the expected result from them. Management each enterprise is controlled and managed in firms and factories based on its principles applied in the process of work and based on management systems.

Just as there is a certain type of each thing, so is the type of management process available. If we talk about the types of management process, then its types are defined based on each industry and the production process. We do not provide a tariff for each of these types in every industry, but give a small overview of the management systems and types that we use widely in the production sector.

Management (English: management) – Management, Organization) – special management activities; Management Science. its main task is to study modern methods of management, the secrets of the art of leadership.

Management is a process of selection, decision-making and control over its implementation. Its main goal is to train highly qualified managers who can work in all joints in the conditions of market relations.

The manager said that he should know bashkush to the right path QP using his economic social and the experience and knowledge he has. In the processes of liberalization of the economy, it is important to study the

features of the management of the company and the working staff, which are developing and updating every day, and now, given the rapid development, the demand of today's miners with modern thinking, intelligence, comprehensive knowledge, organizational, leadership skills is being strengthened.

An employee is an employee who charges his work for a salary, hour or day of work of a certain enterprise or firm, factory and similar type of mask.

Production is a large-scale activity of the production process, in which a state or an individual, like himself and the other himself, creates its own performance in order to satisfy human needs and occupies a position in accordance with it on the scale of society and the world.

We include the following in the types of controls:

In order to achieve high efficiency in enterprises, a points card is also introduced.

Points card

In the system – specialists allow you to clearly set business goals and achieve transparent bonuses. But in some cases, the measurements specified in the vaa it is somewhat difficult to achieve the specified results, and the transition to such a system can be painful.

Working according to the KPI system in large foreign companies, where everything is written clearly and in detail, is the perfect option for an employee. It is understood how much he will receive in excess of wages, why and when. He has personal duties and deadlines, and the company can regularly monitor his work with the help of an assessment.

In a large number of organizations using this system, in addition to monthly reports, the results of the KPI of each employee are taken as the basis for an annual assessment of the effectiveness of the work activities of the company's employees. After the study of annual reports and results, an annual assessment is carried out, after which the personnel department creates a list of specialists who have achieved the most promising result and are the most successful in order to enroll in the foundation of talent to motivate employees of the company.

In some foreign companies, goals and indicators are developed by the personnel department, while in some they attract consultants, while in other companies the goals and indicators are determined by the head office, and in others they control themselves. By not assessing the performance characteristics of employees, indicators will be structured differently. It even happens that heads and employees of assessment units are involved in the most advanced organizations for the development of KPIs.

### Motivation

Individual stimulation of employees is carried out in what order.

The system of individual motivation of employees is an integral part of the work activities of personnel managers. After all, it should be said that an effective employee is, first of all – a satisfied employee! Formation and development of a system of material and intangible incentives.

Material-currently, in almost all enterprises, all possible systems of material incentives are giving a good result and, in turn, are developing. The main reason for this is that employers strive to work in a clearly defined order, and in the future they know why, for what specific tasks, he pays employees, while a high salary setting also ensures that employees work in high efficiency...

Intangible incentives the most effective way of intangible incentives in enterprises is to send employees to professional development trips to foreign enterprises at the expense of the enterprise of different countries, to work on the employee himself, to create sufficient conditions for their suspension, to introduce holidays.

It is also possible to keep an industry position in the company by making a counter-proposal in the labor market. To take the employee to this enterprise by creating better conditions for his employee against the enterprise offering a new job. But in any conditions, decision-making will depend on the employee himself, determine his fate.

In order to perform all the given functions at full capacity, the indicators are carried out divided into four components.

A. Measurements – (the specified measurements should be in proportion to the project, indicating the degree of accuracy of the results);

B. Innovation – (to achieve outstanding results, people must approach an important task creatively and fully deal with the need for innovation. Innovation is-the tool that brings the highest results);

C. Promotion – (through "promotion", KPI activities represent the manager's ability to develop the increased knowledge and skills required of each team member to increase results through sharing and integration with the project, required innovation, etc.);

D. Strtegalization – (this applies not only to creative interaction for innovation, but also to the consideration of the state of the project). Achieve high results based on a strategy that is clear and majud.

Important projects and assignments require regular status review to bring teams or small groups of the team together to consider success, outcome.

**SMART----- THE RULE OF.**

Through this rule, it can be used as a means of identifying existing properties.

S = Specific special: KPI focuses on specific and targeted performance goals or the purpose of doing business.

M = Measurable: KPI can represent exponents in quantitative terms.

A =Achievable goals are achieved with a reasonable way back.

R = Realistic. Real or relevant: KPI is directly related to the work done on the project.

T = Time-Bound is time-based: KPI is measured at certain time intervals.

The table below provides examples of indicators for effective management, which is important for most companies.

<b>Financial efficiency</b>	<b>Understanding customers</b>	<b>Measuring Marketing efforts</b>
Net profit	Exact promoter rating (NPS)	Market growth rate
Net profit margin	Customer retention rate	Market share
Gross profit margin	Customer Satisfaction Index	Brand value
Operating profit margin	Customer Profitability rating	Cost for the leader
Growth rate of income	Lifetime value of customer	Conversion rate
Investment income (ROI)	Customer turnover rate	Page view and output speed
Return on earned capital (ROCE )	Attracting customers	Level of customer engagement online
Asset profitability (ROA )	Customer complaints	Search engine rankings
The ratio of working capital		

<b>Operational efficiency</b>	<b>Employee performance</b>	<b>Environmental and social sustainability efficiency</b>
Six Sigma levels	Added human capital value (HCVA)	Carbon footprint
Capacity utilization rate (CUR)	Income per employee	Water trail
Process waste levels	Employee satisfaction Index	Energy consumption
Order execution period time	Employee engagement rate	Storage level and thanks to improvement efforts

Depending on the management needs and in accordance with the company's strategy-the company can achieve the following results:

A. Meaningful analysis of reports leads to accurate and accurate decision-making;

B. Effective exchange of information with employees carrying out work in this organization;

C. having clear information about customer behavior:

D. how to determine the extent to which mutual sales are sales and sales opportunities;

E. improving the performance of employees.

### **Conclusion**

In the implementation of economic reforms carried out in our republic, in the further promotion of the social lifestyle of population, the people are prosperous in the transfer of its direct influence for life in a certain sense, political-social vital as a producer and service factor from the point of view the role of enterprises-organizations directly involved in the cycle market relations plays an important role in the period of. In the development of these factors and it has a position in a healthy competitive environment, increasing their economic potential in dividing, the scientific technical and spiritual innovations to the demand of the period it is advisable to prepare personnel who will be able to apply in practice on time.

Country in the implementation of economic reforms of the Republic of Uzbekistan formation of knowledgeable and business employees in the development of their economy the achievement is of significant socio-economic importance. In the effective provision of the activities of modern

enterprises, human resources personnel from laborers and subjects are important.

Managing the production and service of personnel in the current and future carries out planning and provides an effective management process.

The higher the professional qualifications of personnel, the higher the level of activity of the enterprise and the organization, the better the economic, financial and production indicators will be.

Each of the changes taking place in the economic and political systems in our republic for an individual, marriage is one with great opportunities for stability the series also carries serious risks, practically to the lives of every 63 people introduces a certain degree of uncertainty. Personnel Management in such a situation is special of importance, because it is the adaptation of the individual to external conditions, in the organization taking into account the personal factor in the structure of an effective management system allows you to implement a whole set of issues. Therefore and completely new approaches to the priority of spirituality and values development will be necessary and will increase the chances of achieving positive results.

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