

MANAGEMENT TRAINING SYSTEM

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Abstract: *in connection with the formation of new ownership enterprises, companies, firms, societies at the scale of the national economy as a result of the gradual transition to the market economy, the need to study management, which is a new type of management, is increasing. we provide information about the system.*

Key words: *management, economy, technology.*

As a result of the Republic of Uzbekistan's close connection to the world economic system and its gradual transition to the market economy, new ownership enterprises, companies, firms, and societies are being formed at the scale of the national economy. the need for learning is ever increasing. As stated by President I. A. Karimov, the teachings of "it is necessary to train administrators and managers, to train workers and specialists capable of working in new conditions and new modern technology" are gaining urgent importance today. In fact, today, only highly qualified managers with high professional skills can bring the development of our country to the ranks of the most developed countries in the world without economic crises.

The development of international economic relations encourages cooperation with new countries, firms and enterprises. Therefore, the main issues of foreign entrepreneurship in the implementation of management and other functions abroad are widely covered in the textbook.

Management is an English word that means "management" in Uzbek. In the 60s of our century, management was understood as American management, and later it began to be called "scientific management". In the United States, modern management is considered to have originated at the beginning of the century and is associated with the name of Taylor. Taylor said that "management is a true science based on clear laws and rules." In the 1930s, "human factor", "relationships between people", "industrial sociology", "group problem solving", "balance management", and later "doctrine of human relations" appeared. American representatives of management science describe the current period as the era of "scientific management". 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: a machine can control the technological lines of a machine, which is the function of an engineer and a technologist. Management means managing the socio-economic processes of the same company. 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 him (labor product) to be effective and productive, and when the individual encourages his manifestation, it is impossible not to renew and improve him. 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. 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. A famous representative of the school of human relations, American scientist D.

McGregor (1906-1964) 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.

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.

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. According to the second model, it is enough to encourage the incoming worker and create a comfortable environment for him. Of course, these two models are only theoretical, in practice they do not exist in their pure form, man is a contradictory being, he combines the qualities of both the first and second models. For this reason, it is necessary to acquire a harmonious form of management methods.

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