



FEATURES OF THE USE OF MANAGEMENT METHODS

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Abstract: This article provides detailed information about the main management methods, highlighting the specific features, advantages, areas of application, and effectiveness of each method, as well as analyzing the importance of modern management approaches and innovative methods, and drawing relevant conclusions.

Keywords: Management methods, economic method, socio-psychological method, organizational-administrative method, decision, innovative management, motivation, efficiency, resource, strategic management.

Today, when the tasks of modernization, technical and technological renewal of the economy are being solved, the issues of the correct and appropriate use of management methods at enterprises and organizations operating in various forms of ownership are becoming a pressing issue. From this point of view, a theoretical analysis of the specific aspects, levers, and characteristics of management methods in the context of market relations is of great importance.

Management methods are the methods, approaches, and tools used in this process. Each management method is effective and applied under specific conditions and goals, which determines their specific characteristics. Each of the management methods in the enterprise has its own directions and characteristics, of course, it can be confidently said that these methods will be effective for the enterprise and will establish a specific system[1].

Every enterprise or organization with its own system does not stop in development.

As mentioned above, management methods are divided into three main types: economic, socio-psychological, and organizational-administrative. Each of these methods has its own characteristics. We will analyze the characteristics of these methods one by one.

- Economic management methods are aimed at organizing the organization's activities based on profit and loss, costs and income, and economic benefit. This method encourages employees through material incentives, relying on market mechanisms[2].

Features:

- Principle of material interest: The more and more effectively an employee works, the more income they receive. This increases labor productivity. As an example, KPI is an indicator of effectiveness or efficiency, which monitors and evaluates the performance of organizations (agencies, institutions, and enterprises) and employees at the level of established requirements or

the achievement of the set goal. In short, KPIs are a "measuring device" for a set goal. Consequently, it is impossible to determine the KPIs using indicators not related to the goal.

- Adaptable to market economy mechanisms: Competitiveness, price, and costs will be the main criteria in management.

- Means of economic incentives: Employee performance is evaluated through bonuses, allowances, allowances, and material assistance. An example of this method is motivating employees and approaching their work with love and interest.

- Responsibility and independence: Every employee is responsible for the economic consequences of their actions. This strengthens initiative. Having responsible employees at the enterprise is one of the main achievements.

- Effectiveness and cost-effectiveness orientation: Every decision is based on an economic foundation - if it's not beneficial, it won't be implemented.

- Socio-psychological management methods involve managing employees taking into account their inner world, mood, mental state, and team environment. These methods contribute to the development of internal team cohesion, trust, and cooperation among employees. This method has its place in the enterprise, and mainly great attention is paid to working individually with our subordinates; the main essence is to establish management with a deep approach to employees[3].

Features:

- Human-driven management: Each employee's personal feelings, motivation, and needs are taken into account. Every enterprise or organization should study the needs of its employees, whether primary or secondary. Through this, managers understand the employees' worldview and approach it based on it.

- Improving the psychological climate: A friendly, trusting environment is formed between the manager and employees. Today, the relationship between manager and employee, that is, communication, plays a very important role. Let me give you a real-life example: I work as an ordinary worker at a company, and one day during work with employees, the company's manager came to see our work process and suddenly came to greet me by my name, asked how I was doing, and said that I was responsible for my work, expressed good thoughts about me, and from this it follows that psychologically, my manager makes a good impression on me and increases my self-confidence even more. Those who have experienced this situation can easily understand this approach.

- Leadership and teamwork: A leader should not only be a commander but also a reliable member of the team, motivator, and coach. Any leader must first understand the team, consult with them, listen to their opinions, and most importantly, support them. Much has been said about this in the democratic style of governance.

- Supporting informal communication: Informal communication becomes a means of uniting the team. Every team, in addition to the leader's opinion, also has its own thoughts and considerations, which are mainly not supported by leaders; as mentioned above, a leader should not only be someone who gives orders and makes decisions but also someone who knows and supports the opinion of their team.

- Conflict reduction: A good psychological environment prevents conflicts and creates a positive work environment. It can also be understood as reducing the discussion. Disputes arise

mainly from the promotion of incorrect opinions, and this begins to work only at the expense of the enterprise or the team.

- Organizational and directive management methods are a method of regulating employee activities through legally based instructions, orders, directives, or regulations issued by a manager or a higher-ranking official. These methods are based on the official authority of the leader and require the presence of a strict hierarchy in the structure of the organization[4].

Features:

- Having a formal and legal basis. These methods are implemented in the form of official documents: orders, decrees, regulations, job descriptions, etc. The manager's instruction has legal force, and employees cannot fail to follow these instructions.

- Discipline and centralized management. Strict discipline and order prevail in these methods. Everyone knows their task precisely. Responsibility and control are distributed from top to bottom.

- The ability to make quick decisions. In emergency situations, the manager can quickly give orders and mobilize all employees. Effective in solving urgent problems.

- Restriction of initiative and creative thinking. Since employees act more on command, the ability to think independently and put forward new ideas decreases. The scope of activity will be clearly defined.

- Responsibility is clearly defined. For each employee, the job description, responsibilities, and limits of accountability are predetermined. This makes it easier to identify the culprit if there is a mistake.

In conclusion, in the management process, all these management methods are used in their proper place, depending on the situation. Our task is to indicate the specifics of using these methods in the context of changing relations in the management system and the necessity of prioritizing economic methods.

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