

PERSONNEL MANAGEMENT SYSTEM DEVELOPMENT CHARACTERISTICS

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Abstract

It is known that any type of activity is built on the basis of management, because in the implementation of this activity, to achieve the intended goal, to distribute tasks, to control their execution, as well as to protect the interests of participants in this activity, to achieve efficiency, and to encourage measures - events are organized and coordinated in the management process. In this case, management is influenced by the manager's potential, intellect, strategic planning, and at the same time, the existing system in the economy.

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The first reforms carried out in the field of management were aimed only at increasing profits, then they were focused on the implementation of institutional changes, the creation of organizational and legal forms that help to give economic freedom to organizations that match their characteristics in the management of industries and sectors and stimulate the development of activities. . In addition, in the initial stages of management activities, only the cost part of the organization and employees is visible, and measures to reduce it are emphasized. The employees of the organization managed in this manner approach their tasks under constant pressure, with a heavy spirit and commitment. It is known that the process of personnel management is more difficult and difficult in the conditions of working only for profit. Stability in organizations that do not take into account the level of interest, potential, temperament and psycho-physiological condition of the workers under the manager disappears. In the 1980s-2000s, American managers mentioned in their scientific literature that the morale and mood of employees can have a positive or negative effect on management activities and the development of the organization, and that these characteristics are an important aspect in personnel management. Such scientific innovations created the basis for the emergence of a new system. In this situation, the systematization of personnel management plays an important role in the study of modern management science that serves the entire society, in the training of qualified leaders who can manage in all sectors of the economy. After all, the leader is considered the main link in the implementation of personnel management, and its organization and effectiveness are directly dependent on the knowledge, skills and experience acquired by the leader, as well as his important qualities and management style. The concept of personnel management in a narrow sense, to determine the goal of an organization and to be able to correctly choose the direction of activity, to be able to make decisions and to control its management It depends on what to do and how the process goes. As Peter F. Drucker, one of the theorists of management and its organization in the world, said management as a broad concept, "Personnel

management is a special type of activity that transforms an unorganized, chaotic mass into an effective and efficient group, a society is an element that transforms and stimulates social changes".

Personnel management is an important influencing force not only within the enterprise, but also leading the whole society and the state to its chosen path, goals and aspirations, and turning the economy into a strong and stable working mechanism. It is necessary to study management by connecting it with the economic basis of society, taking into account two organizational-technical and socio-economic aspects of management.

Organizational and technical management, from the point of view of production, is distinguished by the division of labor and cooperation in the preparation of products to obtain a clear consumption value. Socio-economic management is related to the existing production relations and determines management goals. Organizational and technical management is a type of activity that allows creating conditions for increasing labor productivity and production efficiency. The goal of socio-economic management is to create conditions for workers to work effectively, to form a reliable national system of social protection for them, to ensure employment and to support the disadvantaged sections of the population. The essence of personnel management expands with the level of socio-economic relations, the development of production forces and the complexity of economic relations. If the management is aimed at the formation of competition between producers and maximization of profits in the context of different forms of ownership of the means of production in the production process, it is the elements of the market infrastructure that can satisfy the needs of society in exchange for production in the entire economic system and their mutual interaction. will be aimed at the stable operation of the mechanism that ensures communication, taking into account the interests of every citizen, group, association, organization and institution, and their place on the world stage. The basis of management is legal science based on objective economic, social and other laws. Taking into account the study of these laws and their manifestation in specific situations, the leaders of the organization determine the strategy and tactics of managing the economy of the republic. Based on the theory, the research methods should show how the scientific and practical activities of people are carried out, it is necessary to develop a system of various means and methods of generalizing and studying phenomena in this field of science. The subject of management is to study the laws, principles and relations of management at all levels of economic management. Personnel management relations are an integral part of socio-economic relations and take various economic, organizational, social, labor, psychological and other forms. Management relations represent a complex set of communication and interaction between employees under management, therefore, management is primarily the management of people. The object of direct management in economic management consists of labor teams and individual employees. Only the material elements of production, i.e. labor tools and objects, are affected by means of their labor activity. The object of control includes the meaning from micro-reality to the level of the material world and society. Offices performing personnel management and their heads are management subjects. It should be noted that operating in today's rapidly changing market conditions requires a new look at the issue of personnel management. The developed competitive environment, in turn, requires continuous improvement of the skills of employees, and is of great importance in determining their competitiveness. Currently, management is considered in the literature as the implementation of management functions. Therefore, the following rule of management was adopted: management is the planning, externalization, motivation, and control processes necessary to determine and achieve organizational goals.

Also, according to the literature, in order to manage employees, it is necessary to know what human behavior depends on, what it is based on in one's life. A person's behavior, activities, and actions are understood and aimed at a goal. Material and spiritual needs are the motivating force for any action. However, not all human actions are aimed at satisfying one's needs. For example, an employee does not create certain material and spiritual wealth only for his own consumption. There are a number of directly expressed links between the employee's needs and his actions and behavior. These are interest,

desire, interest. Under certain conditions, they become a motivating force for human behavior. When an incentive leads to a decision to act, a decision leads to action. There are a number of methods of personnel management, and these methods of management encourage people and society to fulfill the requirements of the laws of objective social and economic development. They represent a specific method, style, way to achieve a goal.

Therefore, the personnel management method is the following as special search methods for coordinating the activities of workers and employees in the process of achieving the goal set for the object of management:

1. The system method is used in solving management problems and is based on the integrity of the system. In developed countries, there are: systematic complex, systematic content, systematic functional, systematic communicative and other forms.
2. The complex method of research studies events and their relationships with each other not only with this method of science, but with other sciences that study the same phenomena.
3. The structural method of research consists in dividing complex phenomena into parts.
4. Situational approach is to determine the optimal methods of management activities depending on internal and external conditions.
5. Integrative approach - this research method is management based on the consideration of other methods.
6. Modeling is a method of managing a managed object using various schemes, graphs and drawings, preparation of rough materials.
7. Mathematical approach - mathematical methods and computers are widely used in order to make optimal decisions.
8. The method of observation is a method of collecting information about the object of management on a planned, scientific, organized basis
9. Experiment - the application of methods that have passed a sample experiment in relation to the object that is managed on the basis of management.

Besides, the most basic knowledge method of personnel management is the dialectical method, which helps management to reveal the essence of the studied social phenomena.

Management methods can be divided into administrative-organizational, economic, social-psychological and legal forms according to the specific characteristics of influence. The skill of management consists in having the ability to acquire all his methods, to evaluate and apply them correctly, to find the most effective one in each specific situation. The roots of personnel management go back to the long history of society. Clay tablets dating to the third millennium BC record ancient Sumerian trade agreements and laws, providing clear evidence of the existence of administrative practices there. Looking at archeological finds, we can tell that there were organizations even earlier: even prehistoric people lived in organized groups. The first representatives of mankind, united in tribal communities, solved the problems of using their limited physical and mental resources, faced the problems of division of labor, reasons for working, and discipline.

Going back to the Middle Ages, landowners earned income by using additional labor on their land. Amir Temur, the founder of the great state, wrote in his articles: "In my experience, one businessman, one with courage and determination, one entrepreneur and alert person is better than thousands of idle and indifferent people. Because one experienced person can give work to a thousand people," he wrote. However, management was recognized as an independent field of activity only in the twentieth century. Personnel management is one of the activities of the head of the enterprise, the owner of the enterprise,

who often makes decisions about his employees based on common sense and experience. There are also examples of work incentives and vocational training (apprenticeship systems). The industrial revolution of the last century radically changed the nature of economic enterprises, the emergence of factories instead of workshops created a need for management science. Today, models and methods of management science are used to solve the following problems: managing traffic flows in cities and scheduling at airports in optimization, drawing up work schedules of classrooms and auditoriums in universities, managing stored goods in supermarkets and department stores, producing new types of products, distributing costs for advertising various products, planning material supply, equipment and labor for the production of various products in the factory resource allocation, major league baseball scheduling for the season, etc. The central place of the science of personnel management is to "provide the leaders of the organization with a scientific basis for solving problems related to the interrelationships of the organizational components for the benefit of the organization as a whole." This is important for all organizations, but applying this principle to large organizations can be difficult due to the high degree of specialization. According to Churchman, Akoff and Arnoff: "In an organization, each functional unit (department, department or sector) has to perform a part of the general work. Each of these parts is necessary to achieve the overall goals of the organization. However, the result of this division of labor is that each functional unit develops its own goals. For example, the production department is usually concerned with reducing production costs and increasing production volume. The marketing department tries to minimize the costs per unit of sales volume, and it tries to maximize the volume. The finance department tries to optimize the organization's investment policy. The HR department makes every effort to hire good employees at minimum costs and retain them in the organization. These goals do not always agree with each other in essence and often conflict with each other. In decision-making modeling and fit-for-purpose methods, service professionals identify alternative decisions that balance conflicting goals by attempting to evaluate possible trade-offs as goals diverge. Understanding the approach from the point of view of management science helps us to effectively deal with office professionals and work with them to clearly express the effective solution to the organization's problems.

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