

FORMATION AND MODERN SIGNIFICANCE OF MANAGEMENT

<https://doi.org/10.5281/zenodo.19504903>

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Annotation

The article covers the emergence of management, stages of historical development, and the main schools of management. It also analyzes the essence of the concept of management, the activities of a manager, and its main tasks. Detailed information is provided on the important qualities necessary for a modern manager and the prospects for the field of management.

Keywords

management, management, manager, leadership, planning, organization, management schools, human relations, strategy, motivation

Management is one of the important areas of activity that is inextricably linked with the development of mankind. Its roots go back to ancient times and initially arose as simple forms of management. The development of society, especially the complexity of the production process, led to the formation of management as a separate science and practical activity. During the industrial revolution, management systems changed radically and new approaches emerged. Later, management developed on a scientific basis, and various schools and theories emerged. Today, management is important not only for the effective management of organizations, but also for the proper direction and development of human resources.

Scientific research shows that the history of the emergence and development of management dates back to the pre-Christian era and continues to develop today. The stages of development of this activity are divided into the following groups according to the timeline: ancient times, the industrial era, and the systematization era.

Also, several schools of management are distinguished by different concepts: scientific; classical; human relations; behavioral sciences; management sciences.

The main history of the development of management covers the period from the 9th to the 18th centuries BC. The simplest forms of management appeared in primitive society, then power was created not by specific people, but by all members of the clan. The transition from gathering and hunting to production was

the beginning of the birth of management. In ancient Egypt, the structure of society formed the first system of management. Various ancient Greek thinkers understood the concept and goals of management in their own way: Socrates considered the most important thing to be the right person in the right place, performing assigned tasks, while Plato emphasizes that management is the main element of ensuring the life of society. Aristotle considered the need for a slave manager, according to which the owners of slaves could devote themselves to more necessary work. In ancient Rome, they were required to monitor the work performed, compare the results, and identify the reasons for non-fulfillment of the plan.

At the stage of the industrial era, a clear management system was formed. This was due to the replacement of manual labor by machine labor. During the systematization period, new trends emerged and the views of researchers changed. Managers moved from one organization to the whole society. At the turn of the 19th and 20th centuries, huge enterprises began to appear. Therefore, it was necessary to change the production management system. This completes the chronological history of the development of management. Management schools served to further develop it.

The word "management" is translated from English and literally means "management", "the ability to lead". In other sources, the dictionary meaning of the word "management" is given as the Italian "maneggiare" - "horse trainer", and the Latin "manus" - "hand trainer". In the 16th century, management meant the act of controlling ("hand training") a horse or wild animal. Since that time, this word has had the meaning of management.

However, this word is not an exact synonym for "management". Because it is possible to manage not only a factory, but also a car or a bicycle. Management is primarily associated with managing people. At the same time, a person is not engaged in management, but also in management.

In general, the term "management" has several meanings. For example:

- ✓ A type of labor activity that is a management process: it controls the continuous implementation of actions and decision-making that help to achieve the set goals.
- ✓ In fact, the process of managing something is a combination of forecasting, coordination, motivation, command, control and analytical work, as well as various methods of management activities.
- ✓ An organizational structure designed to manage a company, enterprise, group of people, country.
- ✓ It includes not only theoretical knowledge, but also an intuitive understanding of human behavior.

✓ It is the art of managing intellectual, monetary, and raw material resources in order to maximize effective production activities.

The above definitions of management do not contradict each other, but rather are interconnected and reveal different aspects of this concept. On the one hand, it is a theoretical science that studies the laws and principles of management, and on the other hand, it acts as a purely practical activity aimed at the rational distribution of human and / or material resources.

Manager (eng. manager - manager) - a qualified specialist who is not the owner of an enterprise or company, who has undergone special training and is deeply familiar with the laws and regulations of management - a hired manager. In developed countries, managers also work as a manager, director, leader, head, administrative manager of a company, firm, enterprise, bank, financial institution, with executive power.

Manager's duties:

- Planning. This step involves determining how to achieve a specific goal
- Organization. The manager must organize his team and materials in accordance with his plan. In this, it is important to organize a working group and delegate authority
- Work with personnel. After the manager has identified the needs of his area, he may decide to strengthen his employees by recruiting, selecting, training and developing employees.

Leadership in management activities is of particular importance, setting this direction and influencing others in this direction. But this definition is not as simple as it seems, because leadership has many variations and different areas of emphasis. Common to all definitions of leadership is that leaders are individuals who, by their actions, help a group of people move towards a common goal.

The following qualities are considered important to be a successful manager:

Building interpersonal understanding: a leader must be able to understand his subordinates and superiors. To do this, a manager must be able to sincerely participate in the lives of his employees and colleagues, communicate. It is not surprising that this principle is in the first place, because it is such healthy relationships that give the "ripe fruit" of joint activity between the individual and the charges.

Motivating those around him: It is clear that there is no universal motivation for everyone, therefore, the principles of motivating employees need to be constantly improved and changed. The manager must have a very clear idea of the needs of people. Everyone has different values, for some it is important to get an

extra day off, for others it is necessary to have financial incentives, and for others it helps to solve a psychological problem.

Listen to feedback: keep in constant contact with subordinates, establish regular communication: this will help you to always be aware of production issues. The ability to interact and convey your ideas to the most peripheral employees of the company (including janitors and security guards) ensures that employees understand their goals and objectives.

Improving influence skills and techniques: an effective leader is not one who can force, but one who can convince subordinates that working for the benefit of the company is beneficial for them.

Planning: the ability to develop strategies at the stage of creating strategies is a necessary quality for a leader. When planning, do not forget to discuss your projects with employees - this will facilitate your work and, at the same time, interest your subordinates in the company's affairs.

Awareness: a good manager always knows what is happening in the organization, how its structure is organized, what the internal culture of the corporation is. It is especially useful to know informal work methods and other "secrets of the inner kitchen".

Creativity: Sometimes, when a production problem arises, the employee does not see the problem in the future: the manager must have such a vision and be able to make trivial and non-standard decisions.

A successful manager never reacts to the situation, but understands it (sometimes it is necessary to do it immediately) and only then makes a thorough and thoughtful decision. An ideal manager is a person who is interested in his work, resistant to stress, self-control, knows the theory of management and is able to apply his knowledge in practice.

Education in the field of "Management" is carried out today not only in large specialized institutions, but also in regional educational organizations.

Today, the following main types of managerial activities are in practice:

1. Sales Manager
2. Financial Manager
3. Marketing Manager
4. SMM Manager
5. Information Systems Manager.

As in many other professions, you can earn great money in the management field. At the same time, the prospects in the field are almost limitless. Even top managers, if they have the right skills, have room for growth. Managers constantly

communicate with people, which allows them to quickly establish useful contacts and, if desired, change their field of activity.

There are also negative aspects to the managerial profession. Firstly, the level of competition in this area is constantly growing. This requires full dedication from employees, constant development and work on improving their skills. Secondly, managers must be ready to work under stress. They are responsible for making decisions, they are responsible for the result.

In conclusion, management is an activity that has occupied an important place in the history of mankind and is constantly evolving. It has reached from simple forms of management in ancient times to modern complex systems. The effective implementation of management ensures not only the success of the organization, but also the development of society. A modern manager must be a specialist with extensive knowledge, flexible, creative and able to work effectively with people. Therefore, in-depth study and practical application of the field of management is one of the urgent issues of today.

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