

WAYS TO IMPROVE THE CULTURE OF MANAGEMENT OF INDUSTRIAL ENTERPRISES

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Annotation. This article shows the importance of management culture in improving the economic efficiency of enterprises. Management culture has a significant impact on the economic efficiency of enterprises. To do this, it is necessary to properly motivate employees, to establish innovation and adaptation, which, in turn, reduces personnel disengagement, encourages employees to express their opinions, seek solutions and cooperate in the effective solution of problems, and ensures team spirit and cooperation.

Keywords: manager, responsibility, initiative, independence, process, management, subject, culture.

In many leading countries of the world, the problems in the national economy, caused by global economic incubation, remain almost unresolved, production in the real economy is declining, the demand for harid in the world market continues to decrease, the unemployment rate remains high, social tension is increasing.

President of the Republic of Uzbekistan Shavkat Mirziyoyv, having established important priorities for the development of New Uzbekistan until 2030, made it an urgent task for the leaders of the enterprise to mobilize existing resources and opportunities. At this point, it was first of all about creating the necessary environment and conditions between young people and the population to promote the rich history of our country, its unique culture and national values, to convey the achievements of World Science and literature.

The direction of Uzbekistan to improve the effectiveness of the management of this unique culture and national values is one of the urgent tasks set before us by our President Shavkat Mirziyoyv on this day. It is the "leadership style" and the culture of management that leaders use in their activities to improve management efficiency.

The culture of management includes the culture of management personnel, the culture of management processes, the culture of working conditions and the culture of maintaining documents.

All elements of management culture are interconnected and interacting. At the same time, the culture of management personnel is of leading importance among them. The manager needs to achieve a high level of culture of the general management process and improve the organization of his labor.

The manager of each enterprise and organization in the process of fulfilling his task is in a relationship with other members of the team, since these businessmen are concerned with the existing ethical rules between them. Each team must have goodwill, respect for a person. The culture of governance is contrary to censorship, officialdom, impiety, rudeness. In the management system, as well as non-compliance with state bodies, promissory note, non-compliance with activities and other features cannot be allowed. The use of Science in

practical activities. The creative approach to Labor, entrepreneurship, responsibility, initiative and independence, economic, law-making, intolerance, conscientiousness, humility and simplicity represent the culture of management personnel.

The main ways to ensure the culture of management personnel, as shown in Figure 1, consist in deep mastery of the science of management, regular improvement of the level and qualifications of the general culture, analysis and understanding of the results of their activities, the development of positive personal qualities.

For the management culture, the level of culture of organizing the management process is of great importance. Compliance with the culture of the management process indicates the application of a modern management process at the enterprise. It is necessary that this process be carried out in several directions, including: "culture of management personnel", "culture of the management process", "culture of labor conditions", "culture of conducting documents".

At the same time, as we know, the level and culture of the development of the object of management must be proportional to the level and culture of the development of the subject of management. Otherwise, the expected result cannot be achieved, as if by connecting plows to modern "Magnum" or "Class" tractors.

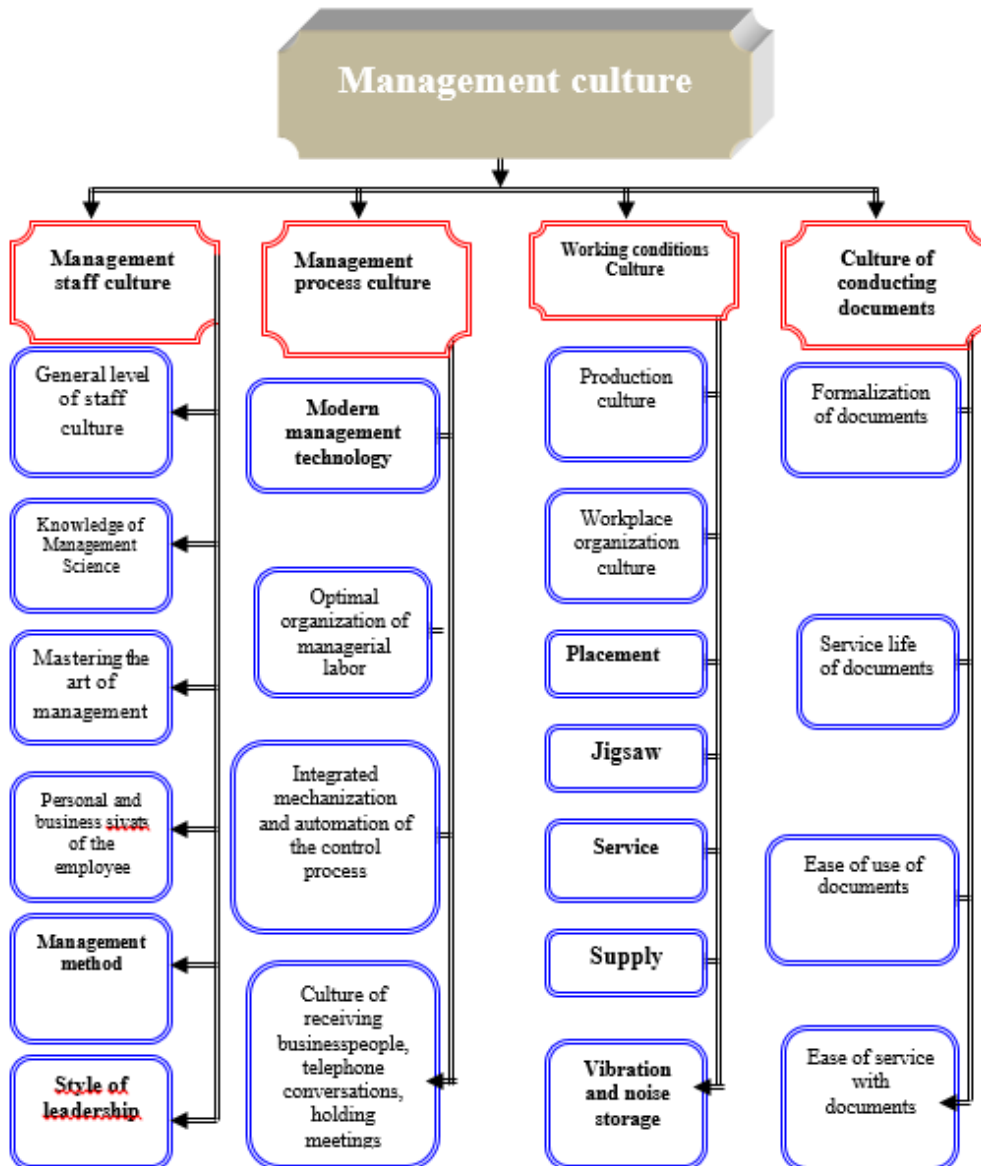


Figure 1. Measures to raise the culture of Management in industrial enterprises

measuring the number of workers, correct placement and use of personnel) and employee jobs (convenience of the workplace and building, their compliance with sanitary requirements), optimization, reception of meetings, conversations, visiting persons, meeting, telephone conversations, correct organization and formalization of acquaintance with letters from those who applied.

In the management process, various techniques are used-a simple calculator, a copying machine, from the Internet to complex Exms. Managers need to know the capabilities of this technique and the Sox of rational use, which indicates the level of management culture.

An integral element of the management culture is the culture of keeping documents. The importance of documents in the management process is very great, since one task of management cannot be carried out without information transmitted on the basis of documents. Information in the documents covers all aspects of the external and internal activities of the enterprise. All operations of the management process in practice begin with documents and end with documents.

Improving the culture of management means improving all its elements. Leadership styles are also important in this regard. Leadership styles are the sum of specific and invariable methods and actions that a particular leader uses in the management process.

Improving management culture in industrial enterprises, not forgetting that management culture plays an important role in their effectiveness and success, the following measures can be recommended:

1. **Values and mission:** determine the specific values and mission of your organization. This will help employees understand what they are striving for and provide a common basis for actions.
2. **Leadership and exemplary behavior:** leaders must be role models for others. Their leadership, ethics and attitude towards employees form the culture of the organization.
3. **Training and development:** invest in training employees. Constant learning helps to develop skills and maintain a high professional level.
4. **Openness and communication:** create an open environment in which employees can freely communicate and exchange ideas. Regular meetings and feedback help strengthen the collective spirit.
5. **Recognition and encouragement:** encouraging employee achievement. Public recognition and rewards can stimulate motivation and improve overall mood.
6. **Working with the team:** developing cooperation and interaction between different departments. Teamwork helps to solve complex problems.
7. **Adaptation to change:** the industry is constantly changing. The organization must be prepared for adaptation and innovation.
8. **Taking into account national characteristics:** if your business works in different countries, take into account cultural differences and values.
9. **Reward system:** develop a fair reward system that encourages employees to have high productivity.



10. **Creating a positive environment:** pay attention to the work environment so that employees feel comfortable and motivated.

Modern leaders in the current KU should know the basics of Management, Economics and finance, economics, sociology and pedagogy. These disciplines make it possible to create a system of scientific views on the entire management.

In place of the conclusion, it can be said that the economic development of industrial enterprises not only depends on the introduction of modern technology and technology in the production process, but also on the elevation of the management culture. We can cite this opinion as an example of the highly developed Japanese industry. It should be borne in mind that each organization is unique, and approaches to improving the management culture may differ depending on the context and specifics of the enterprise.

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