

Principles of modern management (Case of Uzbekistan)

Olim Mamayunosovich Pardaev¹

¹Associate Professor of Samarkand Institute of Economics and Service, Doctor of Economics (DSc),
Uzbekistan

Correspondent author: ilm@sies.uz DOI 10.31150/ajebm.Vol2.Iss4.87

Abstract: The article describes the practical importance of the principles, methods and methods of governance, the international importance of governance and the formation of legal frameworks.

Keywords: Management, Perfect Principles of Management, organization, administration public organizations, chief, manager, strategy.

Introduction

The history of the origin and origin of governance has been associated with thousands of millennials, both by European researchers and researchers from the CIS. There are also large groups of scholars who say that the beginning of governance equals the beginning of human labor. Therefore, development of the brain is an evolutionary process. Well-known scientists have proved that the rule of intelligent men has been established since the earliest intelligent people.

The primaries of governance are the activities of the head of a family or family in the primordial society, the "leaders" of the early tribes and tribes, and later the "council of elders." With the emergence of states in society, management problems came to the fore (Melvin, 2000; Pardaev, Ethics, & 2015).

Another important aspect of our day is that we cannot achieve success without focusing on one area and ignoring others. Improving management and ignoring marketing requirements also impedes the successful operation of the enterprise. Modern management should not only cover the

principles of management, but also the secrets of marketing and other related disciplines. The current demand only requires dynamic features. All of this indicates that this topic is dedicated to a very important issue (Fauziah & Aryanto, 2012; Israfilova, Travellers, & 2018).

Literature review

Issues of management, manager and modern manager have been discussed in many foreign and domestic economists' works. These include K.H. Abdurahmonov, P. Frucker, V. Resnin, V.L. Glukhov, Sh.N. Zaynutdinov, N.K. Yuldashev, V.I. Nabokov, M.H. Meskon, M. Albert, F. Hedouri, O.I. Medved, A.K. Semenov, S.S. Gulamov, M. Sharifkhodjaev, Y.A. Abdullaev, A.V. Baryshev, G.B. Kaznachevskaya. The theoretical, practical and methodological aspects of management are detailed in the works of these scientists. However, the issue of modern management has not been addressed separately. That is why in this article we will briefly touch on some of the key areas of modern management - its level of knowledge and its requirements for a modern manager (Baxtishodovich, Suyunovich, & Kholiqulov, 2017; Bobur & Alimova, 2017; Carter, Gartner, & Reynolds, 1996).

History of management as a science

The development of any industry depends on the organization and efficiency of management. In some cases, the emphasis is on the development of principles, excellence, and methods for making governance more effective in the economic field.

Developing good governance principles, methods and methodologies in education is very important from the point of view of how effective governance can shape society's expectations. At the same time, the development and success of any management field depends on the policies of the particular country in which the government operates.

Active cooperation in international integration will be enhanced both during the management of the "Strategy of Action for 2017-2021", which defines the future development of the country, and in the period of peace, security and sustainable socio-economic development of Uzbekistan. Many modern international practices, technologies and innovations demanding modern management specialists. In this regard, it is important to study Management carefully in higher education.

The study of any discipline begins with the definition of its object of study. The more detailed and well-defined the research objects of a science become, the easier it is to set the goals and objectives of the subject, and to make it clear to the learner. Objects of the study of science can be natural or artificial, situations that arise due to the urgency of the course of science formation or the emergence of humanity.

Management is the process of management, that is, the process of managing resources, people, knowing how to operate effectively and profitably, and multiplying. Management is a choice that requires a high level of art and skill, and that is the decision that is made and control over its implementation.

Nowadays the terms "organization", "management", "administration", "public organizations", the head, the leader and so on are used more often. At the same time, regardless of how and in what system the organizations are working on the rapid development of our country in international integration, the development of international economic and cultural relations, the development and quality of national products in international standards, and the need for cooperation with investment. Consistent study of modern management principles and methods for achieving the goals with minimal expenses and practice. One of the most important tasks is to take into account the needs of training modern managers.

The history of the origin and origin of governance has been associated with thousands of millennia, both by European researchers and researchers from the CIS. There are also large groups of scholars who say that the beginning of governance equals the beginning of human labor. Therefore, development of the brain is an evolutionary process. Well-known scientists have proved that the rule of intelligent men has been established since the earliest intelligent people (Bobur et al., 2015; Pardayev et al., n.d.).

The primaries of governance are the activities of the head of a family or family in the primordial society, the "leaders" of the early tribes and tribes, and later the "council of elders." With the emergence of states in society, management problems came to the fore.

With the advent of the first record, the manager's record of management problems, business papers, and literature (papyrus records, blackboard records) reached us. In many of the writings of the

ancient Greek philosopher Plato (428-347 BC), he discussed issues of management. His medals, such as "State", "Politician", "Laws", are devoted to the management of the state, and are still read. The first group of management researchers divides the time in management, the second group into 5 stages, the third group into 6 governance revolutions, which play an important role in the transformation of society.

The first revolution in governance. The beginning of the writing is believed to have originated from the ancient Sumerian writing about 5,000 BC. During this period correspondence in trade processes and commercial calculations created the first layer of businessmen in the life of mankind. These conditions were, of course, necessary for the emergence of new management processes and aspects of management.

The Second Revolution is related to the activities of the governor of the Babylonian king Hammurapi (1792-1750 BC), who drafted and published a set of laws to govern relations between the various social groups of the population. Under these laws, the "white bones" were established, and the responsibility, responsibility and control of the work was strengthened. That is why researchers sometimes call this period of administration-bone marrow management.

We know that the Third Revolution in Governance is dependent on the success of production and construction. This management is unique in the history of management, with the combination of manufacturing industries and construction control with state management practices. This period came from the state administration of Novukhodonosora II (605-562 BC).

The Fourth Revolution in Governance. The beginning of industrialized development and the emergence of capitalism in European civilization are the main factors of the fourth period of management (XVII-XVIII). As a result, management is separated from private (capital) and professional management. As a result of these conditions, management research activities have expanded dramatically and have become more diversified.

Fifth Revolution in Governance. It is also known that the fifth period in the historical development and formation of management (the end of the IX century and the beginning of the 20th century) is called "bureaucratic management" and the theoretical basis - the concept of "economical bureaucrats". Its main results are:

- formation of large hierarchical contents;

- separation of administrative labor;
- Introduction of norms and standards;
- Definition of responsibilities and responsibilities for managers.

As a result, the following approaches to management were formed:

- system of knowledge management in the form and methods, theories, principles of management - management-science-system;
- Management-art-effective ways of applying the results of science, information in specific situations;
- management - function - to communicate targeted economic information and people (staff) with the target information for the purpose of obtaining and activating the expected results;
- management-process-management fees that ensure the achievement of the objectives for transforming inputs, outputs, and outputs;
- Formation of people and a team of people that will coordinate and use all resources in social systems to achieve management-hardware-collaboration goals.

The Sixth Revolution in Governance. The new management system is known in the scientific literature as the sixth term - the "peaceful government revolution." There are descriptions of this naming. The development of management at that time complemented and improved the original management system, its methods and systems, without breaking down or abruptly abandoning the existing management. Now management has begun to develop systems that require more flexible and prompt decisions.

These systems are closely related to entrepreneurial activities and have the potential for further development. Organizations often turn to strategic planning and management. Because of the sudden and dramatic changes in realities in the external environment, technologies, markets, and modern economic life, new management systems are in demand(Sarmiento & Serikboluly, 2015).

Decentralized structure of management began to change. Organizational mechanisms have realized the need to create new problems and make new decisions to address them. Serious attention

has been paid to resource allocation decisions and decisions regarding their costs. Management has continued to improve in accordance with the new requirements.

Consequently, management is characterized by the constant volatility in the entire system of social and economic relations taking place in the economy. Despite the tremendous revolutionary changes in governance, the development of governance is largely an evolutionary process.

Therefore, many researchers who have studied the ways in which governance is organized and the stages of development of management theory, practice have distinguished several important historical periods in this evolutionary process.

I. First-ancient or historical period. The longest period of formation and development of governance. This period began in the 9th and 7th centuries BC and lasted until the second half of the eighteenth century AD. It is believed that the administration of this period was the work of mankind in the primitive collective system. These communities, gangs, and tribes were led by all members' assemblies. Later, the patriarchal team was led by the patrons, the heads of the families - the experienced elders and so on.

Nearly IX-VII millennium BC, such farms as "hunting" and "harvesting" began to appear in the Middle East. It is precisely from that time that there was a need for management for the survival of the first farms that emerged in the human community, and the transfer of the primitive community to the productive economy suggests that there was some knowledge in management. That is when management began to evolve.

Second-industrialized period. This is the period of industrialized capitalism (1776-1890). The emerging and improved market economy during this period has made it clear that there is a need for knowledgeable, talented managers to manage organizations. Managers, faced with the changing environment and competition, have moved on to improve their knowledge of how to better coordinate the limited resources and collaborative efforts of people.

The third systematized period. This period of management development is known by researchers as a systematic period of management (1856-1990). The science that emerged about management was constantly improving. New directions of management, schools, concepts, currents have been formed, scientific management apparatus has been changed and improved.

Over time, leaders changed their plans and began to learn the management methods, needs, competition, and activities of the organizations around them. Some managers switch to studying management problems, even analyzing which management methods are more effective in the past. Others began to look for some systematic approach to governance.

Fourth - the modern era of governance. The modern era of management coincides with the end of the 19th century and the beginning of the 20th century. It is time to look at management and all production management from the scientific point of view. Careful, thorough analysis of business processes, including all technological processes and human behavior, has become a habit. The purpose of such analyzes was to increase production through the rationalization of labor processes.

The rapid growth of the industry in the early 20th century has intensified the work on the organization of production. Moscow Imperial Technical College (now Moscow State Technical University named after NE Bauman) is one of the first scientific and applied research institutes in the world. Do this learning process follow some technical process

The system is widely used in Germany, Austria, France, Sweden. As a result of the further development of the system, the Russian-NOT (Labor) direction of the entire Labor Scientific Organization (MIT) was created. This important direction in Production Management was led by the American F.U. Taylor (1856-1915), A.K. Gostev (1882-1941) and other researchers made a worthy contribution.

Henry Ford, an American industrialist and engineer in management (1863-1947), created world-wide revolutions. It has established a production system based on the highest competencies and specialized employees, maximizing technological processes, rationally and conveniently deploying technological equipment, and a strict disciplinary system for performing work.

Henry Ford was the first in management practice to discover a form of organization of production processes that had never been used before - continuous, consecutive conveyor lines (pot line). proved to be effective. These methods and systems have dramatically reduced the cycle and production costs of automobiles.

By this time the administrative schools of management began to associate with the scientific schools.

The French scientist and practitioner Henri Fayol (1841-1925) made a significant contribution to management based on the principles of management. He headed one of the largest French companies on the verge of bankruptcy in 1888, and in a short time turned the company away from the crisis and turned it into a profitable enterprise. He achieved this success based on the principles he created for management.

In 1916, Henry Fayol put the issue of management discipline on the management agenda, proving the importance of teaching this subject in educational institutions. For this reason, Henri Fayol has become a classical founder of the School of Management in the history of management.

It is also important to note that the leaders of the 20th century (according to the dictionary of management) also contributed to the development of management. Among them are many who have created perfect state governments to deal with the economic crisis, post-war destruction and the successful recovery from economic recession.

Winston Churchill (1874-1965), who ruled the United Kingdom for many years, made a brief but very large explanation of the successful government: "He welcomed Russia and provided modern nuclear weapons."

US President Franklin Delano Roosevelt (1882-1945) was re-elected four times. He successfully rescued the United States from the greatest economic downturn in the history of his country in the 20-30s of the 20th century - the Great Recession. For this, F. Roosevelt was called "American triumph in the history of the market economy" - "triumphant government."

The School of Human Relations played an important role in the development of management in the 30-50's of the 20th century. One of the most prominent representatives of this line was Elton Mayo (1880-1949) from Australia. His greatest popularity came from his five years of research at Western Electric Company in Chicago. These studies have shown that the production of the "human factor" in understanding and understanding of the "human factor" is the aspiration of workers in "informal groups" to a cybernetic-management framework. These early scientific findings in management laid the groundwork for future cybernetics.

The development of management research was greatly influenced by the 1948 American mathematician Norbert Wiener's (1894-1964) book "Cybernetics, or Communication and Machine

in Management and Animals." Two years later, his second book, Cybernetics and Society, was published.

Intensive research on keyword-cybernetics-based processes, system analysis, mathematical modeling, optimal control and more has begun. This research has its place in management in modern science. In Russia, the results of the study of cybernetics from the 1950s to the end of the life of the academician, Admiral Engineer Aksel Ivanovich Berg (1893-1979), have received worldwide recognition.

At the end of the 50s of the 20th century, the School of Human Relations was transferred to the "School of Ethics". The brightest talents in this area were American sociologists of psychology Rensis Layert (1903-1981), Douglas Mac Gregor (1906-1964) and Abraham Maslow (1908-1970). According to their findings, the effectiveness of the firm's management should be enhanced by providing incentives to each employee. As a result of the work of the school's representatives, it was the result of an independent direction of management or personnel management.

The "Pyramid of Maslow's Needs", which was named after the founders of this school, was very popular at that time. According to the recommendations of this pyramid the following human needs must be met;

- physiological needs;
- security needs;
- social needs;
- respectful needs;
- Self-realization needs;

According to the school's representatives, people do not only work for money, their financial incentives are not the basis, or the cure, so only such activities do not always improve the efficiency of work.

Thus, at present time management is considered from three points of view:

1. As a direction of professional activity - the people, the social and functional status of the people who perform it;
2. As a research direction. The main tasks of management as a science are:
 - setting goals and objectives of management;

- Development of specific measures and methods for achieving goals and objectives;
- separation of tasks by process types, division of work, coordination of various departments within the organization, improvement of official hierarchical content, optimization of decision-making and communication, as well as the motivation of activities, organizational culture, management efficiency.

3. As a subject of study. Management sets the general principles of management suitable for any organization in setting its goals as a scientific discipline.

The new improved management strategy in the Republic of Uzbekistan was developed under the leadership of the President of the Republic of Uzbekistan, Shavkat Mirziyoev. This management is called the “Strategy of Action for 2017-2021” and identifies the following 5 development priorities of the country:



The “Strategy of Action for 2017-2021” is the official emblem of the Republic of Uzbekistan

- I. Improving state and public construction;
- II. Maintenance of the rule of law and further reform of judicial system;
- III. Further development and liberalization of the economy;
- IV. Development of the social sphere;

V. Ensuring security, interethnic accord and religious tolerance, pursuing a well-thought-out, mutually beneficial and practical foreign policy.

The Strategy of Action on the five priority directions of development of the Republic of Uzbekistan for 2017-2022, developed by the initiative of the President of the Republic of Uzbekistan Shavkat Mirziyoev, pays special attention to reforming the system of public administration and developing the organizational and legal framework for public service.

The priorities outlined in the strategy of action are aimed at ensuring human rights and well-being, creating favorable conditions for a prosperous life, and their consistent implementation will bring us closer to our great goal and bright future.

Conclusions and Suggestions

1. The first group of management researchers divides the time in management, the second group into 5 stages, the third group 6 revolutions, which play an important and important role in the transformation of society.

2. Many researchers dealing with the ways in which governance is organized and the stages of development of management theory, practice have distinguished several important historical periods in this evolutionary process.

I. First-ancient or historical period. This period began in the 9th and 7th centuries BC and lasted until the second half of the eighteenth century AD.

II. The second industrialized period. It is a period of industrialized capitalism (1776-1890).

III. The third systematized period. This period of management development is called by researchers as a systematic period of management (1856-1990).

IV. The fourth - the modern era of management.

3. Management has evolved as a science. In this historic way, they began to characterize the distinctive schools of management development from the first half of the twentieth century.

1. School of Scientific Management (1885-1920);

2. The classical or administrative school of management (1920-1950);

3. School of Human Relations (1930-1950);

4. School of quantitative methods (from the 1950s).

5. When considering management models, management focuses primarily on American and Japanese models. The descriptions of these two models, which are the most recognized in management, are presented.

6. The program of transfer of the Uzbek economy to market relations based on the principles laid down by the First President of Uzbekistan, Islam Karimov, has been recognized in many countries as the "Uzbek model". The model has withstood the global financial and economic crisis and has provided a solid foundation for the sustainable development of our country.

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