

## TENDENCES OF DEVELOPMENT OF MANAGEMENT SYSTEMS IN REPUBLIC OF UZBEKISTAN

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The new phase of reforms now being carried out in Uzbekistan offers macroeconomic stability, rapid economic growth, and lays the groundwork for a significant improvement in the socioeconomic standing of our people.

The analysis of the current development trajectory must take into account the socioeconomic shocks brought on by complex global processes, a significant shift in the global market environment, and rising competition. New approaches and guiding principles must then be used to support the sustainable and dynamic development of our state.

In this regard, the new development strategy of Uzbekistan for 2022–2026, developed and adopted on the initiative of the head of state, focuses on ensuring macroeconomic stability and high economic growth rates, which are the key aspects of the nation's development, the development of human dignity and human capital, the protection of people's rights and freedoms, poverty reduction, social policy, education, and freedom of speech and it is planned to implement such priority goals as self-expression, improvement of living standards and security.

The need to take steps aimed at using new opportunities and reserves for further economic development should be highlighted as one of the objectives of the development strategy. This is done by ensuring their accelerated and balanced development through the rational and reasonable use of the current raw materials and resource potential of the regions.

Modernizing production facilities, outfitting them with the most cutting-edge machinery and technologies, enhancing the innovation process, developing and implementing new scientific and technological advancements, and organizing their legal and economic frameworks in accordance with contemporary needs are all necessary.

Developing and putting into action strategies to boost economic potential is also vital, as is clearly defining and planning each industry's strategic goals and addressing pressing problems like the introduction of the digital economy and the development of human capital at each company.

The current top priority is to establish the production of high-quality, reasonably priced, and in-demand goods and services based on the introduction and efficient application of cutting-edge technologies, creative developments, and scientific advancements, and to market these goods and services under the label "Made in Uzbekistan".

Along with putting the aforementioned duties into practice and making sure they are completed, it is now essential to establish management systems, its most cutting-edge approaches and strategies that have an impact on socioeconomic processes in order to advance the nation's long-term objectives.

This calls for the adoption of contemporary management and marketing techniques across all fields and sectors, as well as the planning of people development programs in this vein in accordance with the latest needs. We can all agree that experienced professionals are crucial to the implementation of the prioritized socioeconomic growth areas. The present era necessitates a radical strengthening of the education of process engineers, corporate management managers, marketers, economists, as well as information technology programmers who are versed in modern knowledge and scientific achievements.

Finding and organizing individual work with young people with leadership skills in higher education institutions, establishing scientific research, and commercializing the management sphere are tasks that are particularly pertinent and important, taking into account contemporary requirements, advanced foreign experience, as well as national values and characteristics of the country.

It's no secret that in some businesses and industries, laxity is still tolerated when it comes to analyzing commodity markets, the organization's state, determining its key production factors, defining strategic development, researching commodity markets, coordinating internal and external relations, and regulating contractual and settlement relations, particularly when it comes to ensuring the effectiveness of management and production.

Speaking with practitioners reveals their inability to use a systematic and comprehensive approach to the processes of project analysis and management, assuring contemporary management's efficacy. This implies that certain areas of employee training and retraining require specific attention.

The most crucial objective at this point in our country's growth is to enhance our people-centered, fair, professional, and highly effective management systems.

There are a number of problems that are still open in the process of enhancing management systems. One of the significant problems we all currently face is one that their approach addresses.

The following elements need special consideration while enhancing governance in Uzbekistan:

- complete development of market mechanisms;
- the restructuring of society's need for goods and services, with a focus on consumer items and their production utilizing the most cutting-edge and contemporary science-based technology;
- enhancing the economy's structure even more and fostering an environment that will broadly attract foreign investment for these ends;
- increased rivalry both inside and outside the company;
- professionalization, the importance of management in society, and the requirement for management assessment;
- dramatic overhaul of managerial staff training programs, as well as advanced training and retraining.

Considering the impact of these and other issues, systematic continuing of practical work and changes to further strengthen management systems are needed.

The development of management systems, the extensive adoption of contemporary information and communication technologies, the achievement of optimal decision-making in management processes based on extensive utilization of their programmatic and analytical potential, and the accomplishment of its efficacy and efficiency are of utmost importance.

The most urgent task in organizing and developing enterprise management systems in accordance with the needs of the time is the development of a spirit of cooperation, solidarity, friendly relations between managers, managers, and employees as well as the creation of a system of rational values. Additionally, in order to ensure that management systems and methods at enterprises are focused on people and we function as a single organism, a system of rational values must be created:

- attaining cost-effectiveness through resource management;
- consistency in product quality improvement;
- to make consumption of products and services more convenient;
- bring the team together to support the objectives;
- fostering a logical sociopsychological environment within the team;
- to guarantee the team's complete involvement in management.

The fact that specific duties are now being laid out in all areas to raise employee compensation and attain respectable material and moral incentives is another significant problem the corporate management system must deal with. This

is unquestionably advantageous. The need to eliminate inequality and injustice in the promotion of employees' labor, however, presents another issue. In this context, the processes of material and moral rewards need to be significantly improved. Now, these processes must function to ensure company efficiency, in particular to guarantee the outcomes.

The current environment also necessitates a fundamental overhaul of financial incentive systems, protection of employee rights and interests, increased accountability for the fulfillment of obligations, and strengthened motivational elements for high-profit activity.

Currently, it is crucial to continue improving the educational system, particularly higher education institutions, which serve as the foundation for staff training in all domains and ensure that educational services meet the highest international standards.

It is also required to thoroughly research, evaluate, and update the system of advanced training and retraining of staff. These best practices have been gathered in our republic and advanced foreign nations. Because this process requires regularity and duration.

In summary, maintaining the reforms underway in our nation today in all spheres and directions, as well as the successful completion of the tasks before us, depend directly on the continued development of management systems that adhere to the standards of the free market, as well as personnel with high intellectual potential and experience.

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