

DEVELOPMENT TENDENCY OF THE GOVERNMENT AND PROSPECTS OF IMPROVEMENT

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***Abstract**---*The comprehensive development of governance has always been and remains the most pressing issue facing every society. There is an ongoing research on its comprehensive development and is being recognized as an important issue of the day. There are some aspects to further improve governance, to strengthen human factor in ensuring sustainable socio-economic development

***Keywords**---*management, innovation, quality, labor productivity, employee, human resource, human factor, human factor activity, intellectual management of labor.

I. INTRODUCTION

Governance - formed and developed in time series. It started from the beginning of the primitive system. At the stage of the primitive collective system, a primitive form of organization and organization of collaborative labor emerged. At the same time, management responsibilities were performed by the tribe, tribe, and all senior members of the community. The elders and leaders of the tribes and tribes were the first embodiment of joint labor and product sharing.

The boundaries of governance, its content, goals and principles depend on the prevailing economic relations and the nature of the socio-political system. From this point of view, such systems as the primitive community, slavery, feudalism, and capitalism are fundamentally different from the modern administrative processes in many countries.

After the formation of the secret society, the management became bilateral. On the one hand, the task of organizing cooperative labor has been preserved, and on the other, management has become a tool of exploitation. In the conditions of slavery and feudalism, management was mainly focused on control over the labor process and physical or administrative coercion.

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II. LITERATURE REVIEW

The development of production management in capitalism is divided into three stages. At the time of capitalism, the factory was run by the owners themselves. The fixed market mechanism served as a general regulator of capitalist production. At the major technology-based production stage, management functions are separated from the capitalists. The capitalist's job is to control the controls. The era of state-monopoly capitalism is characterized by the establishment of professional institutions of production - managers, the introduction of modern tools in the management process, and the state intervention in the capitalist economy. Elements of scientific management of capitalist production were born and developed during the period of large machine-building and state-monopoly capitalism.

In the early stages of management development, the entrepreneur - the property owner - relied on his own experience and led the production. As the need for production development increased, people's interest in management increased. In this regard, special attention is paid to the training of management personnel.

The founders and representatives of scientific management in organizing and improving governance have developed their own theories. Garrington Emerson (1853-1931), a leading economist in the field of economic management, wrote the book "Twelve Principles of Performance", the first of which described the system of views on optimization of human activities. Emerson has developed a way of achieving maximum labor productivity based on the following principles: clearly defined ideas and goals; sanity; sound advice; strict discipline; fair treatment of staff; centralization; fast, reliable, complete, accurate and permanent calculation; norms and procedures; optimization of conditions; standardization of operations; standard written instructions; incentives for productivity”.

Henry Kant (1861-1919), who devised a computational method of calculating and planning, and Frank Gilbert (1868-1924), who proposed standardized methods for optimizing work, contributed greatly to the development of scientific management. In addition to the theory of management, French engineer Henri Fayol equated managerial functions with optimization - foresight, organization, order, agreement, control.

The books "Business Psychology", "Psychology and Industrial Efficiency" by Guto Munstererg (1863-1916), the founder of Industrial Psychology, first touched on the psychological aspects of human resources management, the importance of testing in recruitment, staff training, and organizational performance measures. He explained. Establishment of the psychological corporation in the USA (1918) has created a basis for the wide use of other methods of psychology in the practice of staffing. Guto Munstererg outlined the basic principles, and said they would have to select the people to take the leadership positions. In his opinion, he put the three most important business issues, which are: How to find the right people for the work of intellectual quality (scientific selection of staff); under what psychological conditions best results can be expected from each employee; how these issues were developed by them; how tests have been developed to determine their ability to work differently. G. Munstererg was the founder of "psychotechnics", which was called "applied psychology" in the 50's.

In the late nineteenth and early twentieth centuries, economic schools were widely taught that human beings and their abilities are capital. Representatives of L. Valras, J. Clark, G. Macleod, J. Mac- Kulloch, I. Fischer regarded human capital as their representatives. According to Valras, “Man is a natural and eternal capital. For it is not artificially created, but evermore, every generation shall be as his own. A number of economists have suggested that capital is not the individual, but the acquired and hereditary capabilities. JS Miller: “The human being is not a capital, it is a creator of wealth.

However, the abilities acquired by the person during the labor process and emerging as a tool can be attributed to the capital category. And the skill and perseverance of the country's workers, like their equipment, machines, is the wealth of this country. ” However, the theory of "human capital" was not recognized in these scholars.

“In the 1920s, American scholars E.Meo and F.Roziz Berger put forward the concept of human relations. This concept argued that labor productivity depends not only on the way production is organized, but also on the way managers react to performers, ie the human factor rather than the mechanical factor.

“Since the 1930s the modern stage of personnel management has begun. It meant the study of human behavior in production, and the management of the state by personnel. The most striking examples of the theory of human relations are E.Meo, F. Rothlisberger, K. Angeris, R.Licart, R. Blake and others. ”

In 1960 David Mc Gregor published his later book, The Human Side of Enterprise. In this book, he criticized the basic tenets of the "scientific management" theory. According to Mac Gregor, the detailed rules and regulations promoted by this theory, the division of labor and decision-making functions at the upper levels of the organization undermine the organization's creativity and initiative, limit the independence of employees, lead to disagreements between employees and managers, and ultimately, productivity. has a negative effect. The work of Mac Gregor and other management theorists, who have developed the views of E. Mayo and Roosevelt Berger, has a significant impact on management practices as well as on the preparation of future leaders. ”

To evaluate the effectiveness of each management method, American scholar L. Liquier proposed to calculate the following coefficients:

$$K_{\text{лак}} = \frac{\sum ИY}{\sum MKY}$$

Here:

$K_{\text{лак}}$ – the autocratic-liberal coefficient;

$\sum ИY$ A set of elements of leadership-based persuasion;

$\sum MKY$ – a set of elements of leadership-driven coercion.

L. According to Liquert, this ratio should be 1.9. In other words, when a leader uses about twice as many elements of persuasion as the leader, his or her leadership style is acceptable, expedient, and effective.

Mankind will never be satisfied with the gradual advancement of management science and the successes it has achieved. It is constantly improving and evolving. Each country chooses the appropriate and optimal management methods to achieve its goals and searches for new ones.

The economic category of "human capital" was gradually formed. In the first step, it was understood as human knowledge and ability to work. For a long time, economic theory viewed human capital only as a social factor of development, that is, investing in education and training is not a product, but a cost. In the second half of the 20th century, the attitude towards human capital changed dramatically. As Nobel Laureate Simon Kuznets points out, "In order to make a breakthrough in scientific and technological development, the country must have the necessary human capital, otherwise the economy will not have to move to the next technological phase."

III. Conclusion

To summarize, it is important to determine the level of activity of each employee, to determine which activity they are most inclined to, and to enable them to work in that direction. For example, leadership, innovation, working towards quality and innovation, increasing productivity and so on. Determining the human factor of employees and, therefore, intellectual management of labor should be aimed at skilled labor, high quality workforce. There is a need for a differentiated labor policy in governance. Firms and businesses should pay much attention to recruitment, training, and innovators. It is also an important aspect of the organization of work that modern employees have the opportunity to get creative, to implement ideas, to be encouraged, to increase their involvement in decision-making and self-management.

Human capacity as a key element of the rapid development of the economy The growing demand for human resources in all areas of production demonstrates the need for a serious approach to increase the level of human factor.

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