

THE PURPOSE AND DESIGN SYSTEM FOR EVALUATING THE EFFECTIVENESS OF THE WORK OF MANAGEMENT STAFF

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Abstract: The article explains management and its purpose, as well as the essence of managerial labor. At the same time, the design and objectives of the evaluation of the effectiveness of the work of management staff are highlighted, and appropriate recommendations are developed.

Keywords: management, management objectives, management staff labor, management staff labor evaluation design

Introduction

In the context of the transition of our economy to market relations, there are problems with its reform. In particular, the existing problems in enterprises and firms, including low competitiveness of products, significant inefficiency of business organization, all its manifestations lag behind developed countries in the field of management. The role of managerial performance appraisal is constantly increasing to increase the efficiency of enterprises and organizations. The effective organization of management, the creation of new jobs, the increase in labor productivity can be seen as a result of the effectiveness of management activities.

According to the head of state, the main criterion in assessing the activities of business entities and new jobs created in each sector, region and district will be the leaders of these structures [1].

The multiplicity and diversity of functions in the activities of managers, including the increasing complexity and importance of management work due to professional differentiation, increases the need to evaluate the work of all categories of managers. Based on the above, one of the most pressing issues today is the assessment and comprehensive analysis of the performance of management staff.

The main part

In an economy, efficiency is often defined as a function of the results achieved on the basis of set goals and the resources expended on it.

The essence of management, its functions and specific features are determined, on the one hand, by the tasks it solves, on the other - by the subject, means and labor of the management labor process. Management labor is a type of mental labor. He does not act directly as the creator of material goods, but productive labor as an integral part of the worker's labor.

The main purpose of management is to create the necessary conditions (organizational, technical, social, psychological, etc.) for the implementation of organizational tasks, to establish harmony between individual labor processes, to coordinate the joint activities of employees to achieve clearly planned results.

Thus, management is primarily concerned with working with people and serving as an object of influence that controls their performance. The labor activity of people in production as a subject of managerial labor can indirectly act as information in various forms. Information is the specific object of management work. In this regard, management labor is informative. It combines creative, logical and technical operations related to information processing and has the property of exchanging information about the activity between the subject of management and the object. It should be noted that the specifics of the tasks to be solved in the field

of management mainly depend on the definition of goals, the development of methods and forms of achieving them, as well as the organization of joint activities of members of the organization.

The work of management staff is a special form of human labor, which is divided on the basis of the division of labor in society and cooperation. This is an objectively necessary condition not only for the development of social production, but also for society as a whole [4]. The evaluation of the performance of each employee is aimed at determining the level of efficiency of his work. Evaluation of human resources has the following objectives:

- increase the efficiency of staff;
- Assignment of decent wages to employees;
- decision-making related to the employee's career [5].

Labor efficiency of management means a measure (level) of compliance of their labor costs and results with the criteria that characterize the achievement of the goals (objectives) of the enterprise.

The performance appraisal system of management is understood as a set of interrelated actions consisting of the development and implementation of the performance appraisal process.

The following stages of designing management performance appraisal systems can be distinguished:

- 1) preparation;
- 2) project development stage;
- 3) the stage of implementation of the experiment;
- 4) the final stage.

Preparatory stage. At this stage, first of all, the goals and objectives of the system are determined by the economic and social conditions developed in the enterprise.

Project development phase. The design of the system is carried out in accordance with the general principles of performance appraisal of management staff and on the basis of specific approaches to the assessment of individual and team work.

The implementation phase of the experiment. The purpose of this phase is to check the practical operation of the system and make the necessary changes to the decisions made. It is necessary to widely discuss the results of the experiment, summarize the views and suggestions expressed.

The final stage. At this stage, taking into account the results of the experiments, the final version of the system design is formed and the system implementation mechanism is developed [3].

The result of managerial labor is, as a rule, the results of the company's work: profit growth, market share, growth in the number of customers, as well as the socio-economic working conditions of employees (salary growth, increased benefits). The results of the work of specialists are determined by the volume, quality and timeliness of the tasks assigned to him. The performance appraisal of executives will focus on achieving three objectives: administrative, informational, and incentive.

Administrative purposes. Evaluation of the employee's performance administrative - incentives, dismissals; transfer to another job; encouragement, punishment; training, referral for retraining; such as termination of the employment contract.

Informative goals. Assessment allows you to provide information about the relative level of labor. The strengths and weaknesses of labor are identified.

Incentive goals. Evaluation is the most important reason for behavior, and it allows us to objectively reward their work as a result of identifying strong employees.

In assessing the work of managers and specialists in foreign companies, the test method is also used - mental abilities, skills and qualifications, professional, personal tests.

Conclusions and suggestions

The main purpose of evaluating the effectiveness of management work is to improve the quality of work of employees, a process that is of great importance for long-term wage setting, as well as for training and development purposes [2].

Based on the results of the study, we recommend the following in order to increase the efficiency of management staff in enterprises: the division of labor of subordinates on a scientific basis; organization of an effective system of workplace maintenance; improving working conditions, shaping occupational safety and health; optimization of work and rest regimes; introduction of optimal methods of work, organization of industrial education, training; expansion of scientific and technical information; strengthening of production and labor discipline, formation of a sense of responsibility, formation of creative initiative, creation of an effective information system in the internal and external environment of the enterprise, development of an effective communication system in the enterprise; increase the social efficiency of management labor; practical application of new ways of motivation, overcoming the psychological barrier between the manager and subordinates; we think it should form a friendly relationship in the team and so on.

Hence, effective management affects all aspects of an organization's operations. Therefore, we believe that each company should evaluate the effectiveness of management and develop various measures to improve it. This helps to increase the efficiency of the whole enterprise.

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