

Formation And Development Principles Of The Enterprise Management System

Yusupov Nurillo Ikromjon og'li

Teacher, Department of Green Economy and Sustainable Business, Namangan State University, Uzbekistan

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Abstract: This article provides an in-depth analysis of the essence, content, and theoretical foundations of the enterprise management system. It substantiates that effective enterprise management in the conditions of a market economy is an essential factor in increasing competitiveness, ensuring efficient use of resources, and improving production efficiency. The article examines the main principles of the management system, its structural composition, organizational and managerial mechanisms, and their impact on the enterprise's operations. Based on management theory, it highlights ways to modernize the management system, modern approaches, and the significance of innovative management methods. The research results include scientific and practical recommendations for improving the enterprise management system.

Keywords: Enterprise, management system, management, theoretical foundations, organizational structure, management principles, efficiency, modernization, innovative management, competitiveness.

Introduction: The development of a country's economy depends on the growth of its sectors and industries, whose efficiency is directly linked to management activities. Although management is a relatively new concept in theory, its practical roots date back to ancient times. The construction of the Egyptian pyramids, the minarets of Samarkand and Bukhara, historical monuments, the gardens of Amir Temur, and even wars fought in various eras are all outcomes of management. Collective activities always require management because it coordinates the actions of individuals and departments to achieve harmony and purpose. Without management, no activity can be successfully carried out.

Management is closely connected with people engaged in administrative activities and their work. This type of labor is known as managerial work, which differs from other types of labor due to its intellectual and creative nature. Managers are engaged in goal setting, identifying methods and tools to achieve those goals, and organizing collaborative efforts. The main "object" of management work is information and data. By processing this information, managers make decisions to influence the managed objects. The tools of management include writing, drawing, and calculating

instruments, as well as computers, telephones, fax machines, the Internet, radio, television, and mobile communication devices. The effectiveness of a manager's work is evaluated by the extent to which they achieve the set goals. Because managerial work requires a high degree of responsibility and precision, modern managers must possess the appropriate qualifications, experience, and knowledge.

In the context of a market economy, the importance of management activities in enterprises has increased significantly. Management is an independent type of activity that ensures the achievement of goals through the efficient use of available economic resources. It is implemented through the use of various management methods, functions, and principles.

Management, in essence, means achieving the goals set before you. In the 1960s, the concept of management was associated with "American management," later known as "scientific management." Modern management practices are believed to have originated in the early 20th century in the United States with the work of F. Taylor, who stated, "Management is a true science based on clear laws and principles."

According to the Oxford Dictionary of the English

Language, the word “management” has two meanings:

1. The power and art of administration;
2. Special skills and mastery in managing organizational resources.

Every member of society must acquire new knowledge and be able to apply it in life, and among these, management knowledge holds a particularly important place. Management involves directing human activities within organizations. It is an essential element in every field of work. The overall performance of an enterprise depends on the quality of its management. Therefore, it is necessary to carefully analyze the composition of management personnel. The efficiency of a company's operations and its business plan depend on the abilities of its leaders. If managers lack adequate experience and knowledge, the enterprise may face severe financial losses.

In managing enterprise activities, attention should be paid to the following four aspects:

1. Each manager should have accurate information about employees;
2. The experience of key managers should be adaptable to new changes;
3. Managers should have clearly defined duties, salaries, and incentive systems;
4. In necessary cases, the possibility of receiving external management consulting should be considered.

Foreign scholars such as R.S. Kaplan and D.P. Norton have extensively explored issues related to improving enterprise efficiency and developing economic performance within strategic management systems. Their research emphasizes the importance of evaluating the efficiency and performance of enterprises and organizations through strategic management principles. M. Porter, in turn, highlighted the crucial role of innovation in company development and competitiveness, asserting that continuous innovation ensures sustainable growth and competitive advantage.

Uzbek researchers R.S. Muratov, I.A. Djalolova, and S.Sh. Oripov examined enterprises as independent entities, analyzing their nature, structural requirements, financial stability, and management mechanisms. They also discussed the principles and forms of management applicable to enterprises. In today's highly competitive market economy, efficient use of human resources is becoming increasingly important. Therefore, special attention must be paid to assessing the performance of organizations and employees.

In strategic management, the future performance of an enterprise is often determined using retrospective indicators and extrapolation methods. Extrapolation involves projecting past trends into the future under the assumption that the conditions affecting enterprise operations will remain stable or improve. Thus, it assumes that future performance will be better than in previous periods.

Any organization that seeks success must implement an effective management process. Even in ancient times, management practices existed wherever organized activities took place. The gardens of the Timurids, historical monuments of Bukhara and Samarkand, ancient wars, and the Egyptian pyramids were all products of coordinated management. Achieving goals always required effective organization and strategic management of human effort.

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