
Prospective Approaches to Modern Management Mechanisms and Human Resource Principles

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***Abstract:** A viewpoint about the management method, current propaganda efforts, and the stability of human resources is given in this article. Particulars of contemporary management development are provided, together with details on the function of human resources in the production system. Furthermore, new ideas and methods for managing human resources are put forth based on scientific study.*

***Key words:** management, mechanism, approbation, human rights, efficiency, scientific essence.*

Introduction. The most crucial thing in managing human resources in all aspects of our lives is to locate, rely on, and apply contemporary techniques for managing staff that is among the problems.

Currently, the most important thing is to draw in more applicants who are capable of handling the social issues facing our nation—first and foremost, those who have a thorough understanding of them, those who can be excited about the reform process, and those who are capable and morally upright managers. It is recommended that you read and understand the human resource management system in order to tackle these issues.

The most crucial thing when it comes to managing human resources in any aspect of our lives is to locate, rely on, and apply contemporary techniques to managing staff members who are innovative thinkers, capable of taking on challenges head-on, able to keep up with life's changes, sincere believers, informed, and business-minded. Currently, the most important thing is to draw in more individuals who are capable of solving the social issues facing our nation—first and foremost, those who have a thorough understanding of them, those who can enthusiastically support changes, and those who are morally and spiritually upright.

The economic and political structures of our country are changing, which presents each individual with both significant hazards and excellent prospects for their personal stability. In actuality, these changes cause a certain amount of uncertainty in each person's life. In these kinds of circumstances, people management is very crucial as it enables an individual to adjust to their surroundings and implements a variety of measures that include considering the individual in the organization's personnel management system's structure. It will thus be required to create whole new strategies about the importance of spirituality and values.

The employee is the primary factor inside the business and organization, while the external factor is the product consumers. It is imperative that employees shift their moral attention from the

supervisor to the initiate. It is important to adopt social standards that are grounded on good economic principles. Spirituality, culture, and the market take precedence over hierarchy. The creation of new people management services typically builds upon the foundation of more established services, such as the departments of personnel, labor organization and salary, labor protection, and safety equipment, etc. 7. The new services' responsibility is to coordinate labor potential management initiatives and carry out the organization's and company's personnel policy. These relationships allow these services to broaden the range of work they provide, from handling simple personnel matters to developing labor activity promotion systems, managing professional promotions, resolving conflicts, conducting labor market research, and other related duties.

Undoubtedly, the composition and dimensions of businesses and organizations, as well as the particulars of the produced good, have a significant influence on the people management service's structure. Regular managers handle the majority of people management activities in small and medium-sized businesses and organizations, whereas autonomous structural units are responsible for handling similar tasks in larger businesses and organizations. Many businesses and institutions have staff management systems in place. Under the direct and exclusive direction of the deputy director of personnel management, they bring together all departments involved in dealing with personnel. The makeup of departments varies depending on the size of the enterprise and organization. For example, in small organizations, multiple small system tasks are handled by a single department, whereas in large organizations, individual departments typically handle the tasks associated with each sub-system.

Methodology. The success and good fortune of a few major Japanese corporations have demonstrated that "lucky" firms are not a reliable indicator of IRM techniques. They exemplify the concept of integrated risk management (IRM) in many respects: they have minimal formal forms of control and hierarchy, a strong organizational culture, employee loyalty, adaptable labor organization structures, cheap costs, high-quality products, and a rigorous emphasis on the market. After Japanese corporations drove them out of the market, Western businesses attempted to make up for their losses by stealing their organizational and management strategies.

When Western businesses use Japanese technology techniques in their manufacturing, they can gain growth efficiency. When they attempted to manage using social tactics, they had less success. The "just-in-time" (JIT) manufacturing methodology, for instance, promoted the removal of wasteful expenses and inactivity in the production process. While it is perhaps the most efficient method of manufacturing, it is subject to constraints and variations. The expertise and diligence of employees play a major role in this because there aren't many controls against these disparities. Japanese businesses have an advantage in the marketplace because of the human element, which is hard to replicate. Similar to this, the objective of total quality management (TQM) is to set high standards for quality across the whole manufacturing process, from the raw material to the final product. Though certain technological issues have arisen, TQM is mostly reliant on an organizational culture that prioritizes quality in all facets of the business. Japanese-level quality is rarely attained by Western businesses using Total Quality Management (TQM) at all organizational levels.

Result and Discussion. To achieve the goals of the organization, the personnel management system should include the following management systems:

- ✓ working circumstances (safety and protection of workers);
- ✓ Workplace ergonomics, labor psychophysiology, and technological aesthetics;
- ✓ Labor and social connections (the examination and management of relationships between people and groups);

- ✓ The culture of management and decision-making.
- ✓ Mutual relationships with workers, business representatives, and production representatives;
- ✓ Handling tension and disputes in the industrial process.

Recruiting employees at "SAG" LLC in Samakand region (entering the organization, actions within the organization - vertical, horizontal, leaving the organization)

- Workplace, time, task organization, and production task organization for staff
- Training (two types: development, which is intended to support an official and professional career, and training, which is intended to assist with present work)
- Paying employees, both internal and external (financial and non-financial)
- The development and upkeep of an efficient labor relations system are being worked on effectively (internal organizational communication system, internal implementation, positive socio-psychological environment construction, and maintenance). To address the challenges of dealing with employees, over 1500 workers and over 100 members of the administration were promoted. There are three shifts that this business operates in. Over 500 workers put in 8 hours a day throughout these shifts.

Conclusion. Attracting personnel entails organizing actions inside the company, such as vertical and horizontal movement, as well as exiting the organization.

Workplace, time, task organization, and production task organization for staff

Employee development (intended to support official and professional career growth) and training (intended to support present job) are two different forms of personnel training.

By paying employees, i.e., internally and externally (financially and non-financially), implementing broadly, and creating and maintaining an efficient labor relations system (internal-organizational communication system, internal implementation, social - by fostering a positive psychological environment and offering technical assistance, we will raise the standard of work in production enterprises and guarantee high efficiency indicators.

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