

## The Essence and System of Management

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### ABSTRACT

*This article talks about the nature and system of management. In addition to the general view, management consists of the interaction of two objects aimed at their purpose, in which you can also be informed that one of them is in place of the control subject, and the other is in place of the control object. As a subject of management, it is possible to consider a complex of departments and services of firms, or a separate unit, individual, etc. As an object of management, there will be an employee, a work team, goods, resources, documents. For example, the master organizes the work of the plot. In this, it will be a low – level manager or management subject, and workers-management objects. The commercial director of the organization organizes the work of the units. In this, it will be a manager or management subject, the indicated units – management objects.*

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In general terms, Management consists of the interaction of two objects aimed at their goal, in which one of them is in place of the control subject and the other is in place of the control object. For this interaction, the following are characteristic:

- the control subject sends out impulses of influence (control commands) to the control object, which will have information on how the control object operates;
- the control object receives these impulses (commands) and acts in accordance with them.

As a subject of management, it is possible to consider a complex of departments and services of firms, or a separate unit, individual, etc. As an object of management, there will be an employee, a work team, goods, resources, documents. For example, the master organizes the work of the plot. In this, it will be a low – level manager or management subject, and workers-management objects. The commercial director of the organization organizes the work of the units. In this, it will be a manager or management subject, the indicated units – management objects.

There are other definitions of governance. For example, the prominent researcher Peter Ferdinand Druker (USA) calculates that management is the main type of activity that makes an unorganized Gang an effective target and a production group. American scientist Kyle Killen defines management as “doing work by the hands of others.” It is important to note that governance is often defined as the influence of the subject on the object, i.e. equating to the activities of the governing subject. In this, management is seen as a unilateral effect of the subject on the object, which leads to erroneous conclusions about the nature of management. As a result of dialectical interaction, replacing the unit of object and subject with their subordination location, the moving start of management – the conflict between subject and object remains out of view. Therefore, the ability and readiness of the management object to carry out management commands should not be considered too full, if they are considered only as a basis for the

search for more effective management effects, the assessment of management capabilities will not be adequate to the actual capabilities of the management implementation. Therefore, management cannot be considered only in the case of a management subject. For the interaction of a subject with a managerial object, it is necessary that a relationship of a complex nature exists between them. This is dominated by one type or another of relations at certain levels of management. Management relations based on economic relations are common. The following two types of relations are principled for management: the relations that arise in the distribution and cooperation of labor in the process of joint activities of the owners of the assigned property, and the relations of recruitment that arise between the users of the means of production of property owners. Management is valid if, on the one hand, the management subject has the need and opportunity to manage, and on the other – the management object needs and has the ability to execute management commands. The activity of a subject manager takes a certain direction in this, according to what goals he pursues. If management goals are consistent with the goal of the subject in the process of management activities, it will be aimed at effective management. Communication will be an inevitable element of any system of management. Connections are direct, inverse, vertical, horizontal, diagonal, etc. Direct communication is the management orders, decisions, recommendations, etc. of the management subject to the object. Feedback is information outgoing from the control object to the control subject. The quoted direct and inverse relations go into the vertical. In addition to them, there are also horizontal connections that allow formal and informal relations to be realized, promote the transmission of knowledge and skills, ensure the Coordination of the actions of subjects at one level in achieving the goals set by the management system itself. Diagonal communication will exist, for example, between the specialist of one department and the head of another. The effectiveness of management is dictated to a greater extent by the use of scientific approaches and principles. Currently, in practice, only some scientific approach and principles apply to management.

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