

PERSONNEL MANAGEMENT SYSTEM IN ENTERPRISES AND ORGANIZATIONS**Shadiyev Alisher Xudoynazarovich**

Asian international university.

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Abstract. This article talks about the changes in the principles of labor resources management, orientation to the implementation of the motivation policy, which is important in modern conditions, as well as the personnel management system and principles.

Key words: Labor resources, management principles, changes, modern conditions, important, motivation policy, personnel management system, personnel management principles.

СИСТЕМА УПРАВЛЕНИЯ ПЕРСОНАЛОМ НА ПРЕДПРИЯТИЯХ И В ОРГАНИЗАЦИЯХ

Аннотация. В статье говорится об изменении принципов управления трудовыми ресурсами, ориентации на реализацию мотивационной политики, что актуально в современных условиях, а также о системе и принципах управления персоналом.

Ключевые слова: Трудовые ресурсы, принципы управления, изменения, современные условия, важно, мотивационная политика, система управления персоналом, принципы управления персоналом.

INTRODUCTION

Economic reforms in Uzbekistan are shaping market relations and fundamentally changing the position of organizations. The existence of enterprises with different properties, sizes and activities leads to the formation of new economic and legal relations. This situation has an effect on the relations between people, their view of property, the obtained result and its efficiency is changing fundamentally. Since the main object of management is employees, in the process of managing a modern organization, the main attention is paid to the activities of employees, their mutual relations, interests, and ways to achieve goals.

One of the main goals of the adoption of the strategy of forming a socially oriented market economy in our republic is to improve the life of the population, including the employees of enterprises, to raise living and working conditions to a high level. At the enterprise level, regardless of the form of the property and the attitude towards it, it is important to rationally organize the management system of employees in order for employees to work effectively and to use their physical and mental potential to the fullest and to achieve the goals set for each organization. .

Due to the fact that the Republic of Uzbekistan is closely connected to the world economic system and is gradually transitioning to a market economy, new ownership enterprises, companies, firms, and societies are being formed at the scale of the national economy. The need to learn is ever increasing.

In today's practice, there are two different approaches to the problem of the employee and his management:

- human resources management;
- personnel management.

The concept of "human resource management" includes strategic aspects of management, as well as issues of social development, and they are given priority.

The concept of "employee management" means to work quickly with more personnel. If the first approach comes from the tasks of employment and its coordination at the state level, the second approach comes directly from the labor relations at the enterprise level and their coordination.

Personnel management means a system of interrelated organizational, economic and social activities aimed at developing the potential of people employed in the enterprise and using it effectively, creating the necessary conditions for their normal (moderate) activity. understood.

Such management is divided into functional and organizational management.

Functional management refers to issues directly related to personnel issues, i.e. personnel selection, dismissal, training, salary, etc. The concept of organizational management includes all persons and institutions directly responsible for personnel work, i.e. leaders, personnel department, trade unions, etc. Depending on the distribution of labor resources, the potential of human resources as development factors can be large or small. Approaching the issue in this way makes it possible to study and determine the labor potential of the society, the region, and enterprises.

Labor potential can be defined as labor resources in the qualitative dimension. It is clear from the above that the concept of "labor potential" is a special factor that helps to study the interaction of labor resources and the economy.

Management of a single complex system of human resources in an enterprise constitutes a single complex system. This system socially modifies his behavior by setting specific and selective goals. This has a very significant impact on management. At the same time, clearly well-chosen methods of influence are associated with investments made. Therefore, in many companies, human resource management is considered as the main strategy in the development of many companies.

Personnel management system means a system of interconnected economic, organizational and social activities aimed at developing the potential of people employed in the enterprise and

using it effectively, creating the necessary conditions for their normal activity. It is worth noting that a clear and conveniently designed system plays a very important role in increasing the efficiency of the enterprise. In systemized enterprises, it is distinguished by the ease of working with employees, that is, the control over assigned tasks is carried out correctly, and the process of information exchange is easy.

Personnel management is based on two groups of principles. Each principle serves to improve one or another aspect of personnel management. For example, the principle of progress answers the question of whether the management system within the enterprise is compatible with the management system of foreign or domestic advanced enterprises, meets the requirements of the times, and the principle of parallelism increases the speed of personnel management, etc.

Personnel management is based on the following rules:

1. Ensuring the integral connection of personnel planning with the company's development strategy.
2. Quantitative assessment of personnel costs and its impact on production economic indicators.
3. To determine the necessary competencies for effective work in the labor market.

All employees employed in the enterprise consist of two categories: producers or service providers and managers (leaders, specialist managers).

The efficiency of the work in the organization means the development of the vertical division of labor. It is about organizing the work of the manager to coordinate the activities of departments and workers.

In conclusion, it is worth saying that the innovative description of production, its high level of scientific capacity, the importance of product quality issues, changed the demand for employees, increased the importance of creative attitude to work and high professional skills. This required a fundamental change in social and spiritual issues, methods and principles of personnel management.

Changes in the principles of management of labor resources are aimed at the implementation of the motivation policy, which is important in modern conditions. In this process, the motivation policy is aimed at the development of collective forms of ownership (joint-stock and partnership companies, cooperatives), the involvement of employees in management, and the expansion of cooperation between the administration and employees in order to achieve common goals. This, in turn, encourages employees to develop their potential abilities, to work intensively and productively, and to have a creative attitude to work. The process of personnel management

shows that the main goal of the work is to plan employees and create favorable conditions for their activities.

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