

MODERN MANAGEMENT PRINCIPLES

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Annotation:In a rapidly changing world, enterprises cannot sustain their operations by relying solely on traditional management systems. Across various countries, modern management approaches, styles, and models are being developed and implemented. Many of these have proven their effectiveness and are widely applied.

Keywords:Management principles, centralization, decentralization, collegiality, scientific approach, planning, autonomy, hierarchy, feedback, responsibility, motivation, democratization, discipline, accountability.

There are several approaches to classifying management principles, but when considering their interconnectedness, the core principles generally include the following:

The primary principle of management involves optimally balancing centralized and decentralized approaches, which is based on the effective distribution of decision-making authority.

The principle of individual leadership and collegiality is expressed in the ability of a manager at a specific level to independently resolve issues within their jurisdiction. Collegiality refers to making collective decisions based on the input of executors and managers at various levels.

The principle of scientific grounding involves restructuring an organization socio-economically, planning over time, and scientifically anticipating events. Its core essence lies in executing all management actions through the application of scientific methods and approaches.

The planning principle is reflected in outlining the scope and main directions for an organization's future development.

The principle of freedom and partial autonomy requires that all initiatives originate from economic entities that operate freely within the framework of existing legislation while performing management functions. Examples include professional freedom, competitive freedom, and contractual freedom.

The principle of hierarchy and feedback is expressed in creating a multi-tiered structure where the primary unit of an organization is supervised by the next level of management. Continuous oversight of all units' activities is facilitated through feedback mechanisms.

The principle of integrating rights, obligations, and responsibilities requires that each subordinate fulfills assigned tasks and provides periodic reports within a specified timeframe.

The motivation principle is effective when a manager diligently implements a system of incentives and penalties, considers unforeseen circumstances, and integrates organizational elements. Such a motivation program yields optimal results.

The principle of democratizing management emphasizes the participation of all employees in the management process. Participation can take various forms, such as unified administration, collective financial contributions, or collegial decision-making.

The principle of discipline and accountability ensures that production units or firms adhere to adopted plans, guidelines, and the organization's longstanding traditions. Compliance with these elements secures future-oriented factors and forms the foundation of this principle.

Modern management is a distinctive function and tool used by organizations to achieve results. Fulfilling this critical task requires expanding the manager's scope of responsibility, encompassing all factors that influence the organization's activities and outcomes.

Today, the functions of modern management include planning, organizing, motivating, controlling, and coordinating.

Modern management is a strategic approach applied at all levels of governance, with the human factor serving as the primary element.

The following management principles are noted: full personal accountability of the manager; well-developed communication at all levels; continuous training of employees and managers; a workplace atmosphere that enables employees to maximize their potential; conscious contribution by each employee to the collective outcome; rejection of authoritarian leadership styles in favor of collaborative leadership; advanced communication skills for interacting with clients; adherence to business ethics; transparency and trust in people; knowledge and application of management fundamentals; a clear vision of the organization's path; a commitment to continuous self-improvement and enhancing work quality; and a holistic approach.

Implementing all these principles in practice is not easy, but many modern enterprises strive for innovation.

Currently, many developed countries utilize modern management practices, each with its own distinct management system. They employ unique methods to address problematic areas.

Although the United States and European countries lead in this regard, Japanese managers have consistently surprised both Western and Eastern nations with their markedly different management principles. Typically, they rely on a method known as "consensus" when making decisions in challenging situations.

Consensus is a system that avoids hasty decision-making by thoroughly assessing all risks and consequences, engaging in discussions with all employees to understand not just what the decision entails but its underlying purpose.

Management is a continuously evolving field that encompasses modern technologies, global trends, and competitive strategies. The success of organizations depends on the effective application of management principles. In the future, artificial intelligence, automation, and social responsibility will remain key directions in management. In the context of Uzbekistan, it is essential to remain prepared for all changes and integrate innovations into the management strategies of enterprises.

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