

## **For Increasing Work Efficiency of Employees in Enterprises**

**Akbarov Akramjon Ibroximjonovich**

*University of Business and Science*

**Abstract:** The article highlights the role of managerial work of managers in the effective operation of enterprises, the scientific approaches of scientists in this regard, and estimated indicators.

**Keywords:** environment, business, entrepreneurship, investment, entrepreneurial activity, foreign investment, investment system.

In the conditions of the economic reforms carried out in our country, it is necessary to increase the role of employees along with the effective use of financial, economic and material resources. For this, leaders should recognize that each employee is the main value of the organization in the process of managing it. By the end of the 20th century, organizations managed to become a universal form of human life and acquired several characteristics such as goal orientation, functioning and development, organized organizational structure, special culture, constant connection with the external environment, and the use of various resources. At the same time, the reforms that are being carried out for the stable and effective development of the economy of our Republic will allow for the implementation of deep structural changes in the economy in a short time, the development of production and services, ensuring the growth of the population's income, the stable development of small business and private entrepreneurship, banking significant achievements were made in strengthening the activity of the financial system, in the development of scientific projects.

The new development strategy of Uzbekistan for 2022-2026 is aimed at rapid development of the national economy and ensuring high growth rates. By ensuring stable high growth rates in economic sectors, in the next five years, the gross domestic product per capita will increase by 1.6 times, and by 2030, the per capita income will increase from 4,000 US dollars, and create a foundation for entering the ranks of "States with higher than average income". Therefore, the development of management activity is considered one of the urgent issues today [2].

In many reports, it is mentioned that one of the main factors in the development of the economy of enterprises is the human factor. Today, the management of labor potential in enterprises, their effective use, requires modern management. The number, capacity, formation, development, and composition of employees are of great importance in enterprise management. In particular, the effectiveness of human resources has a direct impact on the company's results [3].

Therefore, evaluating the effectiveness of the leader's work today is one of the most urgent issues. An effective manager should pay equal attention to two areas of his activity: interaction with the external environment and improving the internal environment of the organization. In this sense, employee performance evaluation helps the development of relationships within the company. Therefore, the increasing attention to the assessment and certification of personnel at the present time is not accidental. Managers thus strive to strengthen the internal ranks and increase the stability of the organization in adverse economic conditions.

The reform of the management system in the economic sectors of the Republic of Uzbekistan requires fundamentally new qualities, first of all, new knowledge, skills and qualifications from the management staff. The special role and importance of the management employee depends on the competition between producers of goods and services [ 4 ].

There are problems related to the reform of our country's economy in the context of transition to market relations. In particular, there are existing problems in enterprises and firms , including the low competitiveness of their products, significant inefficiency of business organization , and lagging behind developed countries in the field of management in all its forms . Management methods in enterprises and organizations in our country are often outdated . There is a great interest in evaluating the mental work of managers .

In addition The role of evaluating labor performance to increase the efficiency of enterprises and organizations is constantly increasing, which can be seen for the following reasons : as a type of intellectual labor, managerial activity is difficult to measure compared to the physical labor of workers, operators and other categories of technical personnel . In this case, there are almost no production standards directly related to the manager's management work; the relationship between the personal manager's performance and the overall final results becomes more and more difficult in the conditions of deepened division of labor . It requires the use of modern methods in the process of evaluating the performance of managers; the increasing complexity and importance of management work due to the multiplicity and diversity of functions, including professional differentiation, implies an increase in the role of evaluating the work of managers of all categories .

Also, in enterprises, the manager's constant control over the activities of his subordinates has a positive effect. Evaluation is a set of several instrumental systems, which are strongly connected with the main functions of facility management. Evaluation implies the existence of evaluation criteria and evaluation scale.

As we know, the modern principles of development acquire their own expression and independent essence in the management of employees, labor teams, and relations processes in production. Management principles provide clear regulation of the rights and obligations of employees, as well as managers of various links of the enterprise's management system. In the course of work, the responsibilities of the manager and employees should be known. This is important in achieving the company's goals [ 5 ].

In the conditions of digitalization of the economy of Uzbekistan and the development of advanced innovative technologies, bringing the complex processes of management to the micro level requires the adaptation of all elements in the organization of the emerging management system. Therefore, there is a need to develop new methods and forms of evaluating the organization's activity, including new methods of analyzing labor relations and indicators. In today's highly globalized era, the wrong selection of personnel in turn causes many losses for organizations. An important aspect that the head of the organization or a specialist working directly with human resources (personnel) should take into account when choosing personnel is to know not what a person has done before, but what he can do now. In this sense, researching the technologies used in various companies of the world in the process of personnel selection and recruitment, management and effective use of their potential, and studying the directions of their use in our national economy remains an urgent issue.

It is known that it can be said by the types of labor efficiency of administrative employees , that is , production and economic indicators describing criteria such as the quality, volume and delivery periods of the produced products, rendered services) are used to evaluate the effectiveness of the manager's activity. The most universal criterion for evaluating the performance of managers is the net profit ratio. However, it is also necessary to take into account a number of other indicators: the use of fixed and working capital, the efficiency of investments, employee turnover, etc [ 8 ].

At the same time, one of the main factors of the efficiency of the enterprise depends on the efficiency of the work of management personnel. In our research work, in the analysis of the efficiency of management personnel, the efficiency of the management of the "Shams" mud prospecting scientific production enterprise was analyzed. In doing so, indicators and a database of our research work were formed. Based on the collected data, methods such as statistical observation, comparison and quantitative approach were used.

Based on the above, the result of the work of the employee of this management apparatus is the degree to which the management goal is achieved at the lowest cost. characterized by The main purpose of management performance evaluation is to increase the quality of work of employees, this process is of great importance for the determination of wages in the long term, as well as for the purposes of training and development .

Information and we recommend the following suggestions to the results of their analysis . In order to increase the efficiency of management activities in enterprises, it is necessary to determine the following directions:

- optimization of work and rest modes ;
- eliminate the psychological barrier between the manager and subordinates;
- organization and repair of workplaces , their rational order and organization of an effective system of technical service ;
- formation of a rational organization , labor safety and health system in the production environment ;
- creation of an effective information system in the internal and external environment of the enterprise, development of an effective communication system in the enterprise;
- we think that it is necessary to create a satisfactory socio-spiritual environment, friendly relations and other such things in the team.

Therefore, effective management affects all aspects of the enterprise. Therefore, it is necessary for every enterprise to evaluate the effectiveness of management and develop various measures for its improvement. This helps to increase the efficiency of the entire enterprise.

#### **List of used literature**

1. Decree of the President of the Republic of Uzbekistan dated February 7, 2017 No. PF-4947 "On the Strategy of Actions for Further Development of the Republic of Uzbekistan". Tashkent, Uzbekistan, 2017.
2. Development strategy of New Uzbekistan for 2022-2026. Decree of the President of the Republic of Uzbekistan, PF-60, 28.01.2022.
3. Gafurov U.V. Improvement of economic mechanisms of state regulation of small business. Diss... 08.00.13 – Entrepreneurship and small business economy; 08.00.01 – Economic theory (economic sciences) – T.: 2017
4. Boltabaev M.R., Kasimova M.S., Ergashkhodjaeva Sh.J., Goyibnazarov B.K., Samadov A.N., Otajhonov Sh.I. Small Business and Entrepreneurship: A Study Guide. - T.: Economy, 2012. - 274
5. Olim Sabirovich Kazakov, & Ilhom Mahamadjanovich Kamoliddinov. (2021). SOME QUESTIONS OF INCREASE OF EFFICIENCY IN ACTIVITY ENTERPRISE SUBJECTS. *Journal of Central Asian Social Studies* , 2 (01), 160-169. <https://doi.org/10.37547/jcass/volume02issue01-a24>
6. Muhammadjanovich K.I. EFFECTIVE DIRECTIONS OF DEVELOPMENT OF ENTREPRENEURSHIP //Conference Zone. - 2022. - S. 129-133.

7. Kazakov O.S. Introduction to management. Textbook. Tashkent. "Fan Ziyosi" publishing house, 2021.
8. M. Mescon, M. Albert, F. Hedouri. Basic management. M.: Delo, 1992.- S. 489. Small business in Uzbekistan. Statistical collection. Tashkent, 2020. 190 p.
9. Data from the Statistics Department of Namangan Region.
10. [www.agro.uz](http://www.agro.uz) site information.