

Organizations and Their Management

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Abstract:

this article explains the concept of organization and their description and types. In addition, the internal and external environment of the organization is highlighted. The issues related to the categorization of the activities of the organizations are explained in detail.

Keywords: organization, organization classification, internal environment, external environment, group, member, categorization, organizational activity.

Society consists of a huge number of different organizations. Most people throughout their lives have been associated with one or another organization that they have been a part of or come into contact with.

But what is the organization itself and what are the common characteristics of this organization?

An organization can be defined as a group of people united to solve tasks and achieve certain goals.

To be called an organization, a group must meet the following mandatory requirements:

- existence of at least two persons who consider themselves members of this group;
- existence of at least one goal that all members of the group accept as common for themselves;
- the presence of group members working together to achieve the goal (goals).

Abstracting from separate, private aspects, it can be said that the main constituents of any organization are the people who are part of it, the goals that are organized and exist for its implementation, and the management that forms and activates the potential of the organization. We consider it expedient to make a comparative analysis of these categories in terms of both the content and the theoretical basis in terms of research goals and objectives.¹

A modern organization can be imagined as an open system capable of exchanging resources with the external environment. At the input, it receives resources from the external environment, and gives the created product at the output. Therefore, any organization implements three processes:

¹ Usmonjon o‘g, A. U. B., & Nodirjonovich, S. S. (2021). THE ECONOMIC MECHANISMS AND IMPLEMENTATION OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP. *Academicia Globe: Inderscience Research*, 2(05), 427-431.

- obtaining resources from the external environment;
- product production;
- transfer it to the outside environment.

These processes are vital for the organization. Moreover, it is necessary to maintain a certain balance between them for the successful operation of the organization. The main role in this belongs to management.

The management of the organization is mainly based on the definition aimed at its implementation. In the internal organizational life, management plays the role of the beginning, which forms and mobilizes and coordinates the resources of the organization to achieve its goals. Management forms the internal environment of the organization and, above all, its structure and, if necessary, changes it. The management carries out leadership of the task processes taking place in the organization. When a person experiences these feelings, he evaluates other people's behavior or mental characteristics and his own behavior based on a certain morality, that is, a set of social morals and norms.²

The fact is that the activity of any organization consists of a large number of different processes and sub-processes. In this case, management of each group of processes and sub-processes can be considered as a separate type of work for managing the organization as a whole. These are relatively independent sections of the work, and they stand out as an objective process in the division of labor in management.

According to Ch. Bernard, one of the leading specialists in the field of management of the 20th century, physical and biological limitations that are unique to each person encourage people to join organizations and cooperate within them. In the organization, people complement each other, develop their abilities, which makes them strong in the struggle for survival. The simplest, apparently, was a primitive group, in which it was impossible for human beings to survive and create civilization in an organizational unit. Team mood—a complex of emotions that arise in team members in relation to this or that phenomenon, team mood has a huge power of influence, which is the motive for the behavior and activity of military personnel. While some types of Team mood (passion, confidence in success, high spirits) are factors in its success, others (bad mood, distrust of one's own strength, boredom, sadness and dissatisfaction), on the contrary, reduce the capabilities of the team.³

In this case, the synergistic effect is primarily due to:

- distribution and specialization of labor of employees and units;
- formation of organizational corporate culture;
- exchange of professional experience and knowledge by employees, better use of them;
- better use of combined material and financial resources and maneuver with them;
- to choose a workplace and position for each person that matches his personal and work-related qualities, to better use the knowledge and professional skills of each of them;
- combining the experience, knowledge and skills of different people in one organization (department), etc.

At the same time, combining people into an organization does not always guarantee a synergistic effect, and sometimes it has a negative effect. Lack of organization is the main reason for this.

² Baxodir o'g, G. I. F., & Abdullo o'g'li, M. I. (2022). SOCIO-PSYCHOLOGICAL CHARACTERISTICS OF PERSONALITY EMOTION. Vital Annex: International Journal of Novel Research in Advanced Sciences, 1(3), 1-12.

³ Said o'g'li, S. S., & Abdurasul o'g'li, R. S. (2022). Psychological View of the Military Community. Pioneer: Journal of Advanced Research and Scientific Progress, 1(2), 5-12.

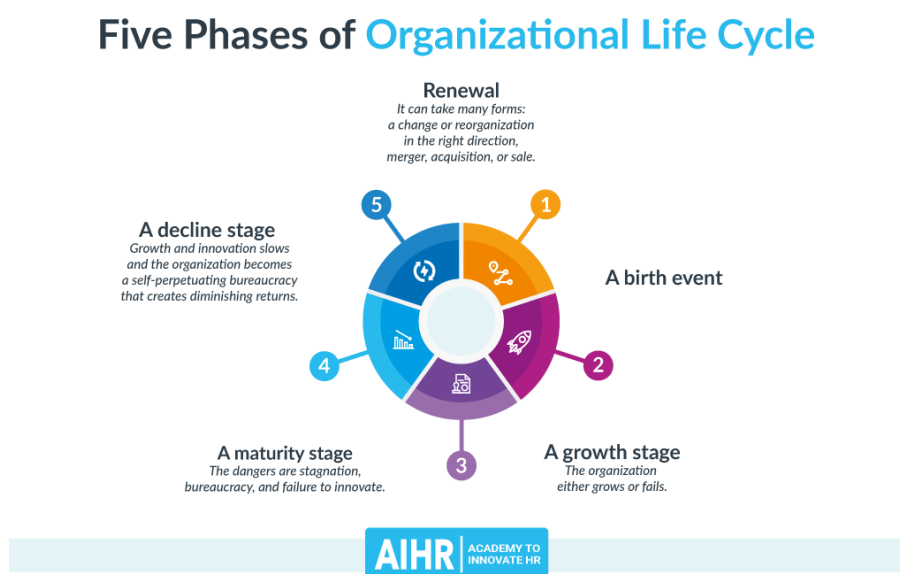
There are a number of effective ways to manage conflict situations. They can be divided into the following large group.⁴

The organization, one day, comes into existence, enters into certain relations with the people who formed it, and begins to live an independent life, to a greater extent, and sometimes completely independent of them. In its framework, people use the organization to achieve the goal in its organization. In particular, they hope that the organization will give them the opportunity to engage in interesting, important and prestigious activities, provide them with the necessary information, give them the necessary rights, independence, sovereignty, guarantee security and social protection.

The organization, in turn, uses the capabilities of the people united by it to strengthen and develop itself. Therefore, it expects its members to have certain experience, knowledge, skills, active participation in work, performance, responsibility, discipline, obedience to established rules and norms of behavior, and distribution of their goals and wealth. .

Ideally, the relationship between a person and an organization should be harmonious, but the balance can be disturbed by abuses by one or the other, in which either the organization reduces people to the level of cogs or people withdraw from the organization for their own selfish purposes or and thus damage its potential and reputation. Also, in other cases, the result will be the same. The organization becomes weak and stops performing its tasks properly.

The life cycle of the organization can be considered. Its most common variant is given in Figure 1.



The first stage is organization of the organization, its creation. The main tasks are to enter the market and get more profit for further development.

The second stage is the growth of the organization. The main goal of this stage is short-term profit and rapid growth. The main task is to cover a part of the market.

The third stage is the adulthood of the organization. The main goal is to increase efficiency in all directions. The most important task is to increase the reputation of the enterprise. This requires periodic changes to the structure of the enterprise. Some types of psychotherapy can help a

⁴ Dilmurod o'g'li, Q. B., & Usmon o'g'li, M. R. (2022). Conflict and Stress Management. *Nexus: Journal of Advances Studies of Engineering Science*, 1(3), 10-15.

person learn what defense mechanisms they are using, how effective they are, and how to use less primitive and more effective mechanisms in the future.⁵

The fourth stage is decline, obsolescence of the organization. As a result of competition and shrinking of the market, the organization faces a decrease in demand for its products. The main goal of the organization is to ensure stability at the expense of maintaining existing positions.

Another stage of the organization's life can be distinguished. Depending on the state of affairs in the organization and the behavior of the management, there may be the following options; reorganization or liquidation of the organization. In most cases, the main goal of managing an organization is to restore it. In this case, the main task is to change the activity of the organization, to reorganize it and to implement innovations.

Management and its subject - the manager can be described in many ways. First, it is necessary to confirm that the management and organization belong to the business structure (organization) and not to the state, even if it belongs to the state. Secondly, the professional orientation of management, which requires different knowledge, is distinguished. Thirdly, management is a sum of management principles, tasks, methods and forms. The manager is responsible for the effectiveness of the organization's activities and receives an appropriate income for this.

The field of management of the labor team, first of all, examines labor relations and the quality of work. The range of management tasks performed by employees depends on their level of development, social cooperation, qualifications, personal qualities and other factors. In the first situation, the psychological properties of the subject's behavior appear as the initial and final conditions of the explanation, and in the second - external and operational conditions. In the first situation, we talk about motives, needs, goals, wishes, interests, etc., and in the second - about incentives arising from the situation. Sometimes all factors that determine human behavior from the inside are called personality dispositions. Accordingly, dispositional and situational motivations are spoken of as internal and external analogs of behavior determination. That is why the desired action of a person is considered as twofold: dispositional and situational determination.⁶

It should be noted that the boundaries between self-management of the owner-entrepreneur, professional management of the manager and self-management of the labor team are conditional and dynamic. An entrepreneur, manager, employees purchase a share or share of the organization and become its joint owner. In this case, in such a combination of tasks of the property owner, entrepreneur, manager, member of the labor team, their simultaneous demarcation will be somewhat more effective.

Managers, and especially their senior level, play an important role in the direct and day-to-day management of the organization. In this case, the self-management of the property owner is the initial management attitude.

Modern organizations are defined in different ways and divided according to certain characteristics. There is a specific basis for the division of group members with "conflict-of-regulation relations" related to the hierarchy within an unregulated group. These are, for example, the time spent in a group, age, gender, place of residence before entering a social organization, etc. In this case, the object of —relations contrary to the charter” is a person who does not accept the existing hierarchy or does not achieve informal status in the group, allowing him to take an equal position with the rest of the group.⁷

⁵ Furqat o'g'li, M. T. (2022). THE MECHANISM OF PSYCHOLOGICAL PROTECTION IN A PERSON. *Vital Annex: International Journal of Novel Research in Advanced Sciences*, 1(3), 13-19.

⁶ Diyorbek O'tkir o'g, A. (2022). Personal Activity and Motivation. *Pioneer: Journal of Advanced Research and Scientific Progress*, 1(2), 13-22.

⁷ Olimjon o'g'li, O. O., & Shuxrat o'g'li, Z. I. (2022). The Main Features and Signs of “Relations Contrary to the Charter”(On the Example of Russian Experience). *Web of Scholars: Multidimensional Research Journal*, 1(5), 17-21.

For example, based on the symptoms of formation, it is divided into:

formal organizations, they have a clearly set goal, established rules, structure and communication; this group includes all business organizations, state and international institutes and agencies. The subject of this study mainly consists of legal entities of official economic organizations;

informal organizations, they operate without clearly defined goals, rules and structures; they include family, friendship, all institutions of informal relations between people.

According to profit, enterprises are divided into commercial and non-commercial. The first ones aim at profit as the main goal of their activities, the second ones do not try to make a profit or distribute the profit among the participants, but they can carry out entrepreneurial activities if they serve to achieve the goals of their organization and are consistent with this goal. According to participation in different sectors of production, organizations are divided into four types, each of which includes several areas that are of the same type in terms of their place in the technological period:

By types of activity. The type of activity is defined as a process that leads to obtaining a set of products (goods and services). A type of activity can consist of a single simple process (for example, textiles) or include a series of processes (car manufacturing).

The following differences are noticeable in the division of economic entities into types of activity:

the main activity is the activity that adds a large share in the organization of added value. In practice, it is impossible to obtain such information on individual types of products. Therefore, it is recommended to determine the main type of activity with the priority share of the gross production corresponding to the goods and services related to this type. In the complexity of such calculation, the main type of activity can be determined by calculating the share of employees engaged in the corresponding type of activity in the total number of employees. In this case, it is not necessary that 50 or more percent of the total added value or the number of employees correspond to the main activity, but this activity must be a priority;

auxiliary activity - it includes some types of activity that produce products of other industries. Supporting activities are considered in the relevant groups of the national classification of types of economic activities. Products of the main and auxiliary type of activity are intended for sale in the market or other types of use.

auxiliary activity is an activity carried out to support the main types of activity of the object. It cannot be separated from primary and secondary - it is an activity that serves the main production (transportation, storage, procurement, management and supply, marketing, repair and adjustment works, etc.). The auxiliary activity of structural divisions of economic entities is taken into account according to its main activity.

Organizations can be divided into large, medium and small groups by size. Such criteria as the number of employees, the volume of sales (turnover), the book value of assets, which are easier to obtain for further analysis, are used as the classification symptoms of such division. But since none of them are sufficient grounds for including an organization in one or another group, a combination of criteria is often used in practice. Strict stratification within the group is associated with the conditions for the existence of closed communities: firstly, the group is faced with the need to solve most of the problems that arise with its resources, and secondly, the group is deprived of the opportunity to redirect. negative emotional stress accumulated from the outside.⁸

⁸ Ravshanjon o'g, J. R. M., & Rustam o'g'li, S. U. (2022). Socio-Psychological Reasons for the Origin of "Relations Contrary to the Charter". *Web of Scholars: Multidimensional Research Journal*, 1(5), 22-28.

In our country, the approach reflected in the Law "On the development of small business and private entrepreneurship in the Republic of Uzbekistan" is used.

According to it, the subjects of small business and private entrepreneurship include cooperatives, commercial organizations, individual entrepreneurs and agricultural holdings that meet the following conditions:

sole proprietorship - the implementation of business activities by an individual without establishing a legal entity. Sole proprietorship is established by individual entrepreneurs without the right to hire employees, on the basis of the property owned by them, as well as due to the other material right that allows them to own and use the property. is carried out independently on the basis of property rights belonging to him;

small enterprises - an enterprise that carries out independent economic activities and has its own balance sheet, which distributes its profits after paying taxes and other payments;

Microfirm is a type of small business enterprise. In our country, enterprises employing up to 20 people in the branches of industrial production, up to 10 people in the service sector, and up to 5 people in the trade and catering sector are considered micro-firms. These are just a few advantages of the digital economy. The development of the digital economy has a positive effect on our daily life, provides many additional opportunities for the average user, and can also ensure the growth and development of the market.⁹

Organizations can be divided into two types, mechanistic and organic, according to their adaptation to external and internal environmental factors.

The mechanistic type of organizations is defined by:

- clearly defined and stable tasks;
- non-bending structure;
- resistance to changes;
- hierarchical control system;
- command type of communications with more orders, instructions and decisions made by management.

The following are typical for organic tasks:

- dynamic tasks;
- flexible structure;
- preparation for changes;
- the basis of authority on knowledge and experience;
- self-control and control of colleagues;
- orientation of communications to information and advice.

Each of these types has certain advantages. Accordingly, the nature of the environment may give certain advantages to each of these species according to the degree of uncertainty.

If the environment is dynamic, the level of uncertainty is high, the organic type of organizations will be more effective. If the environment has low stability and uncertainty, preference can be given to the mechanistic type of organizations.

In addition, the stages of the organization's activity may be in accordance with the level of development. Upon completion of the search work, the author analyzed selective publications

⁹ Usmonjon o'g, A. U. B., & Obidjon o'g'li, A. O. (2023). Content, Positive and Negative Characteristics of the Digital Economy. INTERNATIONAL JOURNAL OF BUSINESS DIPLOMACY AND ECONOMY, 2(5), 230-235.

that touch upon both the problems of conceptualizing the digital economy as a complex socio-economic phenomenon and its differences from other concepts and categories, and applied aspects of the digital economy, including the introduction of appropriate technologies.¹⁰

The operation and development of each organization is carried out in a certain environment (internal and external). Organizational activity can only occur if the environment allows for its implementation. The state and activity of the organization at any given time is the result of the action of its internal factors and the influence of external environmental factors.

The internal environment of the organization is its vital source. It includes the ability to run an organization, to exist and survive for a certain period of time. If it does not provide a certain amount of activity, it can cause problems and even cause its destruction. In the light of all these trends, the concepts of "digital economy" and "knowledge economy" are becoming inseparable. Science and the new knowledge it produces are the central core on which almost all aspects of the modern economy are "strung", based on the scientific and technological paradigm - general principles and standards of development based on innovative sources of growth associated primarily with the use of breakthrough results of fundamental and applied research. This paradigm includes the widespread use of the most modern methods and technologies for research and development, including on a digital basis.¹¹

Changes in the internal environment of the organization and its adaptation to the market should occur during the formation of market relations.

The internal environment of the organization consists of an integral connection of the following organizers:

- organizational structure;
- processes within the organization;
- technology;
- employees;
- organizational culture.

The organization reflects the separation of separate units, the connection between them and the uniting of units into a single whole.

Technology, which includes technical tools and their combination and use methods to obtain the final product created by the organization, is the subject of management's attention. It is necessary to solve the issues of implementation of management technologies and their more effective use. In recent times, due to the emergence of more and more advanced technologies, the relevant tasks of management are becoming more complex and important, because solving them can have serious and extremely positive consequences for the organization in the future. At the same time, they can cause negative processes in the internal life of the organization, destroy its organizational structure, and destroy the motivation of employees. Among the terminological predilections that have developed in science, despite all the imagery of concepts: hidden, underground, informal, illegal economy, the term "shadow economy" still remains popular, which is one of the most significant and relevant topics of our time.¹²

- Employees are the backbone of any organization. There is no organization without people. The organization lives and works only because there are people in it. People create its products in the organization, shape the culture of the organization, its internal environment,

¹⁰ Абдуллаева, М. (2020). Теоретические аспекты определения, развития цифровой экономики и её зарождение в Республике Узбекистан. in Library, 20(3), 21-27.

¹¹ Абдуллаева, М. (2020). Дистанционное обучение: мировая практика, достижения, риски, перспективы. in Library, 20(4), 231-235.

¹² Абдуллаева, М. (2021). Теневая экономика, её влияние на экономическую систему. in Library, 21(4), 86-101.

what the organization is depends on them. In this regard, people in the organization are the "number one subject" for management.

- Organizational culture is a set of the most important assets (intangible), intentions and signs shared by the members of the organization. Permeating the organization, it has a strong influence on the internal life of the organization and its external environment. Organizational culture is created by the following organizers:
- a philosophy that gives the meaning of the existence of the organization and its attitude to its employees and customers;
- priority values on which the organization is based and related to the goals of its existence or methods of achieving these goals;
- norms of behavior that are distributed to the employees of the organization and determine the principles of mutual relations in the organization;
- rules by which the "game" is conducted in the organization;
- the environment that exists in the organization, what kind of atmosphere exists in it and how the members of the organization interact with outsiders;
- behavioral customs reflected in conducting certain events, using certain expressions, symbols, etc. in the organization.

The employees of the organization are the sources of the organizational culture, which is developed and shaped by the management and especially by the top management. Organizational culture can play a huge role in attracting all the resources of the organization to achieve its goal. But there can also be a big obstacle on the way to achieving the goal, especially if it requires changes.

Therefore, the management should pay great attention to solving the issues of formation, support and development of organizational culture.

The internal life of the organization consists of a large number of actions and processes. Depending on the type of organization, its size and type of activity, the same processes and actions may take the leading place in it, others may not exist or be implemented on a smaller scale. But despite the diversity of actions and processes, task processes can be divided into five groups, they cover the activities of any organization and are the object of management. They consist of:

production; marketing; finance; personnel management; accounting (accounting and analysis of economic activity).

The management manages the operational processes in the organization, forms and changes the internal environment of the organization in necessary cases.

The organization consists of an open system that is able to interact with the environment in various informational and material aspects in the conditions of market relations. The Ministry of Innovative Development was created, the main the directions of which are: the introduction of innovations in state and public construction; in the sector of the economy; Agriculture; social development; system of environmental protection and nature management; initiation, coordination and stimulation introduction of advanced technologies.¹³

The external environment is a resource that provides the organization with resources. In this case, the organization, in turn, must give the results of its activities to the external environment as a payment for this. Thus, the organization is in constant exchange with the external environment. As soon as the contact with him is broken, the organization ends. The

¹³ Абдуллаева, М. (2021). Роль государства в управлении инновационными процессами: международная практика, опыт Республики Узбекистан. in Library, 21(1), 14–17.

organization's interaction with the external environment ensures the possibility of existence, the organization's activity, the necessary internal potential, and the elimination of the deviations that have arisen and the achievement of the set goals even after the adverse effects on it.

External factors affect all factors and processes within organizations, while at the same time they are more relevant (mu, him) compared to other operations of organizations. They can be divided into two main groups.

The first is the factors of the general external environment of organizations, which reflect the state of society, economy and natural environment and are not directly related to the organization.

The second group includes factors of the immediate (working) environment of organizations, which are directly connected and interact with them. These are customers, suppliers, competitors, business partners, etc.

Currently, the external environment of organizations (enterprises) is primarily defined by:

- great uncertainty;
- dynamism;
- unpredictability;
- complexity;
- with some initiative.

A modern organization must be able to effectively respond and adapt to environmental changes in order to survive and achieve its goals. For this, the management of the organization should first of all develop and implement the policy of interaction of the organization with the environment at its highest level, reduce the uncertainty of the situation around the organization, and develop its adaptation to environmental changes. In this case, mutual cooperation with the environment and processes within the organization should be carried out effectively with an impact on the external environment.

Types of organizational structures.

Correct division of labor is important. Even if two people are working together to achieve the same goal, they must divide the labor between them. Such a division into components that make up work is called horizontal division of labor. Dividing the volume of work into smaller specialized tasks allows for the production and sale of much more products than if the same amount of people worked independently, that is, it gives greater productivity of labor. Horizontal division of labor is much weaker in average organizations. For example, managers and owners of catering establishments can prepare food and serve guests.

In large and medium-sized organizations, the horizontal distribution is quite clearly observed. It is implemented by organizing units that perform specific tasks and achieve specific goals. They are called departments, services, networks, etc. Like an organization, its departments are made up of a group of people who are part of it and must coordinate their activities to achieve common goals. For this, work should be divided vertically, in which the head of one department coordinates the work of other department heads, who, in turn, coordinate the work of the heads of subsequent departments. As a result of this vertical division of labor, management stages are formed.

So, there are two internal organic forms of division of labor in the organization. The first is the division of labor into components that make up parts of the overall activity, that is, horizontal division, and the second is work on coordination of actions, that is, vertical division. Coordination of these activities is the essence of management.

The development process of the organization, the categorization of its activities consists of six stages:

Stage 1. The volume of management work is small: the employee who performs production (commercial) tasks is the manager.

Stage 2. In order to carry out the scope of management work, it is required to allocate a special employee released from production (commercial) positions (master, section head);

Stage 3. The volume of management work increases to such an extent that the need to coordinate the activities of management personnel arises and a linear hierarchy emerges (workshop supervisor).

Step 4. In connection with the further increase in the volume of management work, it is required that management employees specialize in performing special tasks: planners, supervisors, etc. specialists appear.

Step 5. The volume of management work and the number of employees engaged in this work will increase, so there is a need to coordinate their actions (chairman of the audit commission).

Step 6. The development of managerial activity leads to the need to combine the functional and linear hierarchy under general leadership, which remains a specialized type of activity (enterprise director).

These stages have a certain organizational formalization in the form of various organizational structures, positions, divisions.

The organizational structure of an organization (enterprise) can be defined as an organized set of elements that are interconnected and arranged in a subordinate order, aimed at ensuring goal-oriented operation and development of the organization's management system.

- Several types of structures can be distinguished in the organization: technological, production, financial, social, informational, organizational, etc. The latter has a special place in this: it regulates the mutual cooperation of elements to achieve synergistic effect and achieve the set goals, creates personal organizational integrity. The organizational structure of the enterprise is the organizational integrity of the production structure and the management structure. The production structure defines the management structure as a basis.
- Management functions and structure are in dialectical integrity. In the creation of a new organization, tasks are the basis for forming structures (departments, roles/ims), attaching rights and responsibilities to them. Possible changes in the complex of structural tasks in the improvement and comprehensive development of production and management
- is the basis that determines the range (level). Such a structure will not be fundamentally changed, that is, the main division and positions will be preserved.
- The organizational structure of management of organizations (enterprises) is different and is determined by the following factors:
 - with the nature of the organization's activity and its characteristics (composition of manufactured and sold products, technological and technical equipment);
 - with the dimensions (volumes) of the organization's production or commercial activity;
 - with the compatibility of the structure of the management apparatus with the hierarchical structure of the main activity (production, commerce);
 - with the organizational form of management;
 - with the relationship between centralized and decentralized forms of organization management;
 - with the relationship between sectoral and regional forms of management (by product, region);
 - with the level of staff qualification;

- with the organization's strategy;
- with the complexity and dynamism of the organization's external environment;
- with the organization of product supply and sale;
- geographical location of the organization, etc.
- When forming the organizational structure of the organization, it is necessary to put the following requirements before it:
 - ✓ the process of product production and sale, as a result of the operation of the management structure, must comply with the requirements of proportionality, continuity, parallelism, uniformity;
 - ✓ the organizational structure should help the organization to develop according to the plan;
 - ✓ the number of structural elements (departments) should be small, but sufficient for the normal functioning of the organization, and the number of horizontal connections between components of the same level will be the same;
 - ✓ the organizational structure should be flexible, have the least number of fixed connections, be able to quickly implement the changes that are taking place, that is, the need to perform tasks and new services. The compactness of the system is one of the requirements for its quick adaptation to market requirements:
 - ✓ the organizational structure should be as simple as possible, for this it is necessary to reduce the number of management levels, the number of connections between the organizational components, to automate production and management processes;
 - ✓ organizational structure helps to implement scientific achievements and best practices in the organization;
 - ✓ clear communication between system elements and between the system and the environment;
 - ✓ organizational structure ensures high quality of developed and sold goods and services;
 - ✓ the organizational structure should ensure the high efficiency of the organization's operation.

The main parameters of organizational structures can be distinguished, namely:

- ✓ degree of centralization (decentralization) of management;
- ✓ level of division of labor and specialization;
- ✓ departmentalization and cooperation;
- ✓ the extent of control at each level;
- ✓ level of formation of management;
- ✓ the number of management stages;
- ✓ articulation, that is, the number of horizontally located divisions;
- ✓ the level of complexity of the system.

Conclusion

In conclusion, it should be said that the employees of the organization are the sources of the organizational culture, which is developed and formed by the management and especially by the top management. Organizational culture can play a huge role in attracting all the resources of the organization to achieve its goal. But there can also be a big obstacle on the way to achieving the goal, especially if it requires changes.

Therefore, the management should pay great attention to solving the issues of formation, support and development of organizational culture.

The internal life of the organization consists of a large number of actions and processes. Depending on the type of organization, its size and type of activity, the same processes and actions may take the leading place in it, others may not exist or be implemented on a smaller scale. But despite the diversity of actions and processes, task processes can be divided into five groups, they cover the activities of any organization and are the object of management.

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