

Davronbek TILAVOV,
 Shahrizabz davlat pedagogika instituti katta o'qituvchisi
 E-mail: dtilavov14@gmail.com
 Tel: +998977158606
 Orcid: 0009-0004-0077-9860

Toshkent davlat texnika universiteti "Chet tillar" kafedrasida dotsenti Sh.A. Bekmurotova taqrizi asosida

THE MAIN FUNCTIONS OF MANAGEMENT TERMS

Annotation

Management terms are industry - or company-specific terms that managers can use to assign meaning, set expectations or relate to their teams with a common language. These terms typically describe a work process, industry-specific skill, tool or expectation or define the company's requirements. These terms are common in project management, personal management, business management and other leadership areas. Before we further discuss strategic management, we should define nine key terms: competitive advantage, strategists, vision and mission statements, external opportunities and threats, internal strengths and weaknesses, long-term objectives, strategies, annual objectives, and policies.

Key words: Regulatory reporting, Business analysis, Administration, Logistics, Profit and loss, Information technology, Corporate responsibility, Market positioning, Company mission.

ОСНОВНЫЕ ФУНКЦИИ УПРАВЛЕНИЯ ТЕРМАМИ

Аннотация

Термины управления – это отраслевые или корпоративные термины, которые менеджеры могут использовать для придания значения, установления ожиданий или общения со своими командами на общем языке. Эти термины обычно описывают рабочий процесс, отраслевой навык, инструмент или ожидание или определяют требования компании. Эти термины широко используются в проектном управлении, личном управлении, бизнес-управлении и других лидерских областях. Прежде чем мы перейдем к дальнейшему обсуждению стратегического управления, мы должны определить девять ключевых терминов: конкурентное преимущество, стратеги, заявления о видении и миссии, внешние возможности и угрозы, внутренние сильные и слабые стороны, долгосрочные цели, стратегии, ежегодные цели и политика.

Ключевые слова: Регуляторная отчетность, Бизнес-анализ, Администрирование, Логистика, Прибыли и убытки, Информационные технологии, Корпоративная ответственность, Позиционирование на рынке, Миссия компании.

BOSHQARUV SHARTLARINING ASOSIY VAZIFALARI

Annotatsiya

Menejment atamaları – bu sohaga yoki kompaniyaga xos atamalar bo'lib, menejerlar ma'no belgilash, taxminlarni belgilash yoki umumiy tilda o'z jamoalari bilan bog'lanish uchun foydalanishi mumkin. Bu atamalar odatda ish jarayonini, sohaga oid mahoratni, vositani yoki kutishni tavsiflaydi yoki kompaniya talablarini belgilaydi. Bu atamalar loyiha boshqaruvi, shaxsiy boshqaruv, biznes boshqaruvi va boshqa yetakchilik sohalarida keng tarqalgan. Strategik menejmentni batafsil muhokama qilishdan oldin biz to'qqizta asosiy atamani aniqlashimiz kerak: raqobatdosh ustunlik, strateglar, qarashlar va missiya bayonotlari, tashqi imkoniyatlar va tahdidlar, ichki kuchli va zaif tomonlar, uzoq muddatli maqsadlar, strategiyalar, yillik maqsadlar va siyosatlar.

Kalit so'zlar: Normativ hisobot, Biznes tahlili, Ma'muriyat, Logistika, Foyda va zarar, Axborot texnologiyalari, Korporativ javobgarlik, Bozorda joylashishni aniqlash, Kompaniya missiyasi.

Introduction. The growing processes of globalization in the world are having a profound impact on all aspects of the political, socio-economic and cultural life of mankind[1]. This passage provides a comprehensive exploration of the concept of management, highlighting its fluid and subjective nature compared to hard sciences like chemistry or algebra. Let's break down some key points from the text.

Definition of Management: The text presents various definitions of management from scholars. Lussier (2021) defines a manager as someone responsible for achieving organizational objectives through efficient and effective resource utilization. This definition underscores the core idea of management: using resources to pursue goals. However, it's noted that this definition doesn't account for the possibility of bad managers.

Literature analysis: Characterization by Mary P. Follett: Mary P. Follett characterizes management as "the art of getting things done through the efforts of other people." This emphasizes the role of people in achieving goals, highlighting the interpersonal aspect of management.

Inclusion of Organizational Context: The definition of management is expanded to include the organizational context, which is defined as "a collection of people working together to achieve a common purpose." This broadens the scope of management beyond corporate settings to encompass various contexts such as sports teams, religious organizations, or corporations.

Comprehensive Definition: A comprehensive definition of management is proposed as "the pursuit of organizational goals through the use of organizational resources." This definition acknowledges the potential for failure in the pursuit of goals and emphasizes the importance of resource utilization within an organizational context.

Functions of Management: The text mentions the four functions of management: planning, organizing, leading, and controlling. These functions serve as essential tools for managing organizations and are crucial for achieving effectiveness and efficiency in pursuing goals.

Applicability: While the focus of many management textbooks may be on corporate settings, the principles of management can be applied in various contexts. It's emphasized that readers should apply these principles to their own professional or academic contexts, mastering the foundational functions of management to scale up to larger managerial endeavors in the future[2].

Overall, the passage provides a nuanced understanding of management, emphasizing its multifaceted nature and the importance of considering organizational context, interpersonal dynamics, and the pursuit of goals through effective resource utilization.

Method. The main functions of management are typically described as planning, organizing, leading, and controlling. These functions are often referred to as the "POLC framework" or "POSDCORB framework." Each function plays a crucial role in the management process:

Planning: This involves setting objectives and determining the course of action to achieve those objectives. Planning involves assessing the current situation, identifying goals, developing strategies, and outlining tasks and timelines. It is essentially the process of deciding in advance what needs to be done and how it will be accomplished.

Organizing: Organizing involves arranging resources, people, and tasks in a structured manner to achieve the planned objectives efficiently and effectively. This includes establishing roles and responsibilities, creating organizational structures, delegating authority, and coordinating activities[3].

Leading (or Directing): Leading involves guiding and motivating employees to achieve organizational goals. This function focuses on inspiring and influencing others to perform their best work. Effective leadership involves communication, decision-making, problem-solving, and providing support and direction to employees.

Controlling: Controlling involves monitoring performance, comparing actual results with planned objectives, and taking corrective action when necessary. This function ensures that activities are on track and aligned with organizational goals. Controlling may involve establishing standards, measuring performance, analyzing deviations, and implementing adjustments to ensure desired outcomes are achieved.

These functions are interrelated and interdependent, and managers typically engage in all of them to some extent. Additionally, effective management often involves elements of communication, decision-making, problem-solving, and interpersonal skills throughout the entire process[4].

Result. Certainly! "Management terms" encompass a wide range of concepts and terminology related to the field of management, which involves planning, organizing, directing, and controlling resources (such as people, finances, and materials) to achieve organizational goals effectively and efficiently. Here's a brief overview of some common management terms:

1. **Leadership:** The ability to inspire and influence others to achieve common goals. Leadership involves providing direction, motivating employees, and fostering a positive work environment.

2. **Decision-making:** The process of selecting the best course of action from among multiple alternatives. Effective decision-making involves gathering information, evaluating options, and choosing the most suitable solution.

3. **Communication:** The exchange of information, ideas, and feedback among individuals within an organization. Effective communication is essential for coordinating activities, resolving conflicts, and fostering collaboration.

4. **Motivation:** The process of stimulating employees' desire to work towards organizational goals. Motivation can be intrinsic (arising from within the individual) or extrinsic (arising from external rewards or incentives).

5. **Teamwork:** The collaborative effort of individuals working together to achieve common objectives. Effective teamwork requires clear goals, mutual trust, and effective communication among team members.

6. **Performance Management:** The process of setting goals, assessing progress, and providing feedback to employees to improve their performance. Performance management may include performance appraisals, goal setting, and performance coaching.

7. **Strategic Management:** The process of formulating and implementing strategies to achieve long-term organizational goals. Strategic management involves analyzing the external environment, setting objectives, and allocating resources to achieve a competitive advantage[5].

8. **Change Management:** The process of planning, implementing, and managing changes within an organization. Change management involves anticipating resistance, communicating effectively, and providing support to employees during times of change.

These are just a few examples of management terms, and the field of management encompasses many more concepts and principles essential for effectively leading and managing organizations.

Discussions. Management discussions can cover a wide range of topics related to organizational leadership, decision-making, problem-solving, and strategy.

Leadership Styles: Discuss different leadership styles such as autocratic, democratic, transformational, and servant leadership. Explore their characteristics, advantages, and potential drawbacks. Consider which styles are most effective in different situations and organizational cultures.

Effective Communication: Discuss the importance of communication in management and how to improve communication skills within the organization. Explore different communication channels, barriers to effective communication, and strategies for overcoming them.

Team Building and Collaboration: Explore strategies for building and leading effective teams. Discuss the importance of trust, cohesion, and diversity in teams, and explore techniques for fostering collaboration and innovation.

Decision-Making Processes: Discuss various decision-making models and approaches, such as rational decision-making, intuitive decision-making, and collaborative decision-making. Explore factors that influence decision-making, such as cognitive biases and organizational politics.

Conflict Resolution: Discuss strategies for managing and resolving conflicts within teams and organizations. Explore different conflict resolution styles, such as compromise, collaboration, accommodation, avoidance, and competition.

Performance Management: Discuss approaches to performance management, including setting goals, providing feedback, conducting performance evaluations, and addressing performance issues. Explore the link between performance management and employee engagement and motivation[6].

Change Management: Discuss the challenges of managing organizational change and strategies for overcoming resistance to change. Explore the role of communication, leadership, and employee involvement in successful change initiatives. These topics can stimulate engaging discussions among managers and leaders, fostering learning, collaboration, and professional development within the organization.

Conclusion. Conclusion Managers in the 21st century are encountering extremely significant challenges in their process of management in an organization such as hiring and keeping the right employee, building a strategic mindset, crafting an

innovative culture and organization, developing system thinking and also getting rid of short term mentality. An organization will need to have a caliber HR manager in order to own a team of committed employees. It is HR managers' responsibility to make sure that they hired the right employee because staffs are the most important assets of an organization.

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