

THE CONCEPT OF MANAGEMENT IN ENTERPRISE MANAGEMENT AND ITS SPECIFICITY

Kilichova Orzigul Zafar kizi

Student Samarkand Institute of Economics and Service

Urakova Mohinur O’lmas kizi

Student Samarkand Institute of Economics and Service

Sharipov Tulkin Saidahmedovich

Associate Professor, "Economics of industries"

Samarkand Institute of Economics and Service

Annotation: This article presents practical suggestions and conclusions about the role of leadership in management, its further development and expansion in the context of the ever-growing importance of information and technology.

Keywords: management, leadership, leader, characteristic of a leader, manager, enterprise management, employee.

Introduction. Today, the management potential of leaders plays an important role in the effective management of enterprises and organizations and achieving high results, and further enhancing the service of leaders to the people in the field of governance has always been a topical issue. In this regard, it is significant that the President of our country Sh. Mirziyoyev said that "... continuous dialogue with the people and service to the interests of the people must become not only an obligation but a vital principle for leaders at all levels." Because if the leader has the ability to manage, he will be able to satisfy the problems of the people, the employees to the maximum, and create enough conditions for them to live and work.

If a manager, with his or her intelligence and potential, can achieve these results, the employee will be satisfied with his or her job and the quality of the product or service will increase. Therefore, this issue indicates the need to take a serious approach to the formation of leadership skills in leaders. Numerous scientific studies have been conducted in this area, resulting in a number of approaches and theories based on different perspectives on leadership.

Research methods. This article is based on mining management laws, regulations, science textbooks, research papers, and Internet sites. It used methods such as comparison, analysis and synthesis, observation.

The main results obtained. A leader is one of the key people in an organization who takes the initiative of many people, identifies problems at their level, and performs leadership functions based on solving them. There is a view of leadership as a process and a

feature. When leadership is viewed as a process, it is based on informal influence on team members to manage and achieve goals. When viewed as a characteristic of leadership, it reflects the character and qualities of the individual who voluntarily influence the individual.

Formal leadership is the use of force, coercion, pressure, and leadership based on one's official position in the organization. Informal leaders are those who influence the activities of the members of the organization, even if they do not have formal, ie administrative and economic means of influencing employees in the organization. An informal leader is usually distinguished by his or her reputation, age, experience, and ability to engage people. Leaders are both formal leaders and may or may not be informal leaders.

Leaders can also be divided into micro or macro leaders, depending on their goal setting characteristics. A micro-leader is a situation-oriented leader who focuses on solving current problems. A macro leader is a person who focuses on the future and ensures that the company and its employees achieve certain successes in the future.

In addition, depending on the priority functions of leadership in the management process can be divided into the following types:

1. Leader - organizer. Its main quality is that it takes the needs of the community as its own and is proactive. This leader looks to the future with confidence and believes that all problems can be solved, can convince people.

2. Leader - creator. These leaders are driven by innovation, by solving dangerous and difficult problems. He does not give orders, but calls for discussion.

3. The leader is a fighter. A strong-willed, self-confident person. He is the first to face dangers and uncertainties and fights without getting married. He does not deviate from his point of view and does not take sides. But these leaders do not think ahead.

4. Leader - diplomat. These leaders know the situation very well, they know how to influence whom to influence the subtleties.

5. Leader - empathy. These leaders strive to support employees through difficult times. They respect the staff and support them spiritually.

Conclusions and recommendations: In general, the activities of executives in an organization should be rich in unexpected actions and decisions. They should pay attention to the following:

1. Open door policy, ie the manager's door should always be open for employees.
2. The manager strives to get the maximum information about each employee's work and takes responsibility for all their actions.
3. The manager must be able to apply his style to the work of employees in any situation.
4. The leader should also be actively involved in the day-to-day running of the business.
5. Must be able to constantly monitor the main types of work.

It is important to note that unlike other people, there is no set of standard qualities that are unique to leaders. Effective in different situations, leaders define the unique qualities of

leadership. In this case, the composition of the personal characteristics of the leader should be consistent with the characteristics, activities and responsibilities of his subordinates.

Based on the above, in conclusion, today, the leadership profession is becoming more popular, and the formation of leadership skills in all managers remains a key issue on the agenda. A task-oriented leader succeeds in situations that are too convenient or inconvenient for the group. People-centered leadership comes in handy in stable situations.

Leadership in general is not just about pulling your own cart, it's about pulling other people's carts. In addition, the leader is a unique authority and cannot be distributed. It should be accepted and proudly owned or set aside.

In the management process of enterprises and organizations, leaders should also pay special attention to time management, and this process should begin with the definition of management goals. Once you have a clear vision of your company's current, medium, and long-term goals, your actions will be meaningful. Being able to set goals and involve employees in achieving them is the starting point for leaders. This is the key to the organization's future success. The formation of goal-oriented activities of employees is effective when determining the development strategy for management.

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