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The main directions of socio-economic development of New Uzbekistan: problems and solutions

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JIZZAKH BRANCH OF THE NATIONAL UNIVERSITY OF UZBEKISTAN NAMED AFTER MIRZO ULUGBEK

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The main directions of socio-economic development of New Uzbekistan: problems and solutions collection of materials of the international scientific and practical conference on the topic

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(Part 1)

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Department of Economics and tourism of Jizzakh branch of the National University of Uzbekistan named after Mirzo Ulugbek
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In the collection of materials of the conference, the role and role of Science, Education and production in the era of globalization, the pressing problems of the issues of interaction of these processes, feedback on their solutions were presented by mature specialists of the field.

In addition, research on the scientific and practical topic, carried out in the economics, Exact Sciences, Natural Sciences and socio-humanities during the globalization period, information is presented in the scientific and practical fields, which includes the latest innovative technologies in the fields of production.

It can be argued that this collection is one of the specific intersections of current thoughts and innovative ideas of the world of science. This scientific and practical conference was actively attended by professors and scientific researchers engaged in scientific research in Uzbekistan and foreign countries. In increasing the position of the scientific and practical conference, the professors and teachers of domestic and foreign higher educational institutions made a significant contribution.

Professors and teachers of foreign higher educational institutions who actively participated in the work of the conference made a worthy contribution to the high level of interaction with scientists of our country. The processes of international cooperation with foreign countries and exchange with them in the field of Science in the era of globalization have a positive effect on the development of Higher Education, the fields of Science and production. The materials of this conference are special in that they include a wide range of research, from theoretical developments to practical solutions, demonstrating the diversity of approaches and directions in this area.

In conclusion, it should be noted that this scientific and practical conference will be a very useful collection for everyone who is interested in modern research in the fields of further development of Higher Education, Science, Education and production in the era of globalization. The authors are responsible for the content and quality of the articles and abstracts included in the collection.

MEHNAT JAMOALARINI REJALASHTIRISH VA BOSHQARISH



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Annotatsiya: Ushbu ilmiy maqolada mehnat jamoalarini rejalashtirish va boshqarishning asosiy prinsiplari, metodlari hamda amaliyotga tatbiqi o‘rganiladi. Mehnat jamoalari har qanday tashkilotning muvaffaqiyatli faoliyat yuritishi uchun muhim omildir, chunki ular tashkilotning ishlash samaradorligini belgilaydi. Mehnat jamoalarini to‘g‘ri rejalashtirish va boshqarish, xodimlarning motivatsiyasini oshirish, jamoa ichidagi aloqalarni yaxshilash, resurslardan samarali foydalanish va tashkilotning umumiy samaradorligini oshirish imkonini beradi. Maqola mehnat jamoalarini shakllantirish, rollarni taqsimlash, jamoaning ishlash qobiliyatini oshirish va jamoaning psixologik xususiyatlari haqida batafsil tahlil olib boradi. Shuningdek, jamoalarni boshqarishda foydalaniladigan boshqaruv usullari va metodologiyalar, shu jumladan, xodimlarning kuchli tomonlarini rivojlantirish va zaif tomonlarini yengish bo‘yicha tavsiyalar keltirilgan.

Kalit so‘zlar: Mehnat jamoalari, jamoa boshqaruvi, rejalashtirish, xodimlar motivatsiyasi, tashkilot samaradorligi, jamoa psixologiyasi, boshqaruv usullari, jamoa shakllanishi, resurslarni boshqarish, rahbarlik.

Kirish

Mehnat jamoalari har qanday tashkilotning eng muhim resurslaridan biri bo‘lib, ularning samarali boshqarilishi tashkilotning muvaffaqiyatini belgilovchi asosiy omillardandir. Mehnat jamoalarini rejalashtirish va boshqarish masalalari, nafaqat ichki jarayonlarni optimallashtirish, balki tashqi raqobatbardoshlikni oshirish, innovatsiyalarni joriy etish va xodimlarning yuqori samaradorligini ta’minlashga ham katta ta’sir ko‘rsatadi. Jamoalar har bir tashkilotda xodimlar o‘rtasidagi o‘zaro hamkorlik va muvofiqlikni ta’minlaydi, shuningdek, tashkilotning umumiy maqsadlariga erishishda asosiy vosita hisoblanadi.

Mehnat jamoalarini rejalashtirish va boshqarishning asosiy maqsadi, xodimlarni samarali birlashtirib, tashkilotning ichki va tashqi muhitiga mos ravishda ishlashini ta’minlashdir. Ushbu maqolada mehnat jamoalarini qanday tashkil qilish, rejalashtirish va boshqarish kerakligi, bu jarayonda ishlatiladigan metodologiyalar va boshqaruvning samarali usullari haqida so‘z yuritiladi.

Mehnat jamoalarini rejalashtirishning asosiy aspektlari

Mehnat jamoalarini rejalashtirish jarayoni bir qator bosqichlarni o‘z ichiga oladi. Jamoaning muvaffaqiyatli faoliyatini ta’minlash uchun quyidagi asosiy qadamlar amalga oshirilishi kerak:

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1. **Jamoaning maqsadlari va vazifalarini belgilash** Mehnat jamoasining asosiy maqsadi va vazifalari aniq belgilanmaguncha, uning samarali ishlashini ta’minlash qiyin bo‘ladi. Jamoa a’zolarining har biri o‘zining roli va vazifalarini aniq tushunishi kerak. Bu, o‘z navbatida, ularning faoliyatini yo‘naltirishga va ular o‘rtasidagi hamkorlikni mustahkamlashga yordam beradi. Jamoaning umumiy maqsadlari bilan birga, uning har bir a’zosining individual maqsadlari ham alohida aniqlanishi kerak.
2. **Jamoa a’zolarini tanlash va rollarni taqsimlash** Jamoaning muvaffaqiyati ko‘pincha uning a’zolarining individual xususiyatlari va mahoratlariga bog‘liq. Jamoa a’zolarini tanlashda, ular orasidagi bilim va tajriba, xodimlarning shaxsiy xususiyatlari va psixologik holati ham hisobga olinishi kerak. Har bir a’zo o‘zining eng yuqori samaradorlikka erishishi uchun mos vazifalar va rollarni o‘zlashtirishi zarur.
3. **Kommunikatsiya va muvofiqlikni ta’minlash** Jamoa a’zolari o‘rtasida samarali muloqot va aloqalarni o‘rnatish jamoaning muvaffaqiyatli faoliyatini ta’minlaydi. Buning uchun ochiq va o‘zaro ishonchli kommunikatsiya muhim ahamiyatga ega. Jamoa ichidagi axborot almashinuvi uzluksiz bo‘lishi va jamoa a’zolarining bir-biriga doimo yordam bera olishlari kerak.
4. **Resurslarni boshqarish** Resurslarni to‘g‘ri taqsimlash va ularni samarali boshqarish mehnat jamoalarining muvaffaqiyatli faoliyatini ta’minlashda asosiy o‘rin tutadi. Jamoa uchun zarur bo‘lgan resurslar, masalan, vaqt, pul, texnologiya va ma’lumotlar samarali tarzda taqsimlanishi kerak.

Mehnat jamoalarini boshqarishning asosiy usullari

Mehnat jamoasini boshqarishning samarali metodologiyalari va usullari mavjud bo‘lib, ularning har biri jamoaning o‘ziga xos ehtiyojlariga mos ravishda tanlanishi kerak. Boshqaruvning asosiy usullari quyidagilardan iborat:

1. **Avtonom boshqaruv** Avtonom boshqaruvda, jamoaning har bir a’zosi o‘zining qarorlarini mustaqil qabul qiladi va jamoa a’zolari bir-biriga ishonch asosida ishlaydi. Ushbu usul, jamoa a’zolariga katta erkinlik va mas’uliyat beradi, ammo bu boshqaruv usuli yuqori darajada ishonchni va tajribani talab qiladi.
2. **Ishni tashkillashtirish va monitoring** Jamoa a’zolarining ishini muntazam ravishda monitoring qilish va baholash, ularning faoliyatini boshqarishda samarali usullardan biridir. Monitoring orqali jamoa faoliyatining samaradorligi o‘lchanadi va kerakli o‘zgartirishlar kiritilishi mumkin. Boshqaruvchi rahbar jamoaning ishlash jarayonlarini kuzatib borish orqali resurslar va vaqtni to‘g‘ri taqsimlashga yordam beradi.
3. **Motivatsiya va rag‘batlantirish** Xodimlarni motivatsiya qilish va ularni rag‘batlantirish jamoa faoliyatining samaradorligini oshirishga katta ta’sir ko‘rsatadi. Jamoa boshqaruvchisi xodimlarning individual va guruh sifatida ishlash motivatsiyasini oshirish uchun turli xil usullardan foydalanishi mumkin. Bunga mukofotlar, bonuslar, maxsus rag‘batlantirishlar va shaxsiy rivojlanish imkoniyatlari kiritiladi.

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4. **Konfliktlarni boshqarish** Jamoalarda konfliktlar har doim yuzaga kelishi mumkin. Konfliktlarni samarali boshqarish va ularni hal qilish uchun aniq qoidalar va protseduralar bo‘lishi kerak. Konfliktlarni hal qilishda ochiq muloqot va adolatli qarorlar qabul qilish muhim rol o‘ynaydi.

Mehnat jamoalarining psixologik aspektlari

Mehnat jamoalarini boshqarishda psixologik omillar ham katta ahamiyatga ega. Jamoa a’zolarining shaxsiy xususiyatlari, ularning o‘zaro munosabatlari va ishlash motivatsiyasi jamoaning samaradorligini ta’minlashda muhim o‘rin tutadi. Jamoada psixologik muvozanatni saqlash uchun rahbar yuqori darajadagi kommunikatsiya va etakchilik malakalariga ega bo‘lishi kerak. Boshqaruvchilar xodimlar bilan samarali aloqalarni o‘rnatish, ularni rag‘batlantirish va ularning psixologik holatini kuzatib borish orqali jamoaning umumiy ish faoliyatini yaxshilashlari mumkin.

Xulosa

Mehnat jamoalarini rejalashtirish va boshqarish tashkilotning muvaffaqiyatiga erishish uchun juda muhim ahamiyatga ega. Jamoa a’zolarini samarali tanlash, rollarni aniq taqsimlash, resurslarni boshqarish, va psixologik jihatlarga e’tibor berish, jamoaning umumiy samaradorligini oshiradi. Mehnat jamoalarini boshqarishda avtonom boshqaruv, motivatsiya va rag‘batlantirish, shuningdek, konfliktlarni hal qilish usullaridan foydalanish, ularning muvaffaqiyatli faoliyatini ta’minlashga yordam beradi. Shuningdek, mehnat jamoalarini boshqarish jarayonida ishlatiladigan metodologiyalar va boshqaruv usullari tashkilotning o‘ziga xos xususiyatlariga mos ravishda tanlanishi lozim.

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