



## **Basics of School Management**

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**Abstract:** Management is management, i.e. management of resources and people, and its main goal is to increase profit.

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Management is an English word that means "management" in Uzbek. In the 60s of our century, management was understood as American management, and later it began to be called "scientific management". In the United States, modern management is considered to have originated at the beginning of the century and is associated with the name of Taylor. Taylor said that "management is a true science based on clear laws and rules." In the 1930s, "human factor", "relationships between people", "industrial sociology", "group problem solving", "balance management", and later "doctrine of human relations" appeared. American representatives of management science describe the current period as the era of "scientific management".

Thus, management is management, i.e. management of resources and people, and its main goal is to increase profit. All social problems, all difficulties in the way of economic development can be easily solved through "creative management" if they are approached in the spirit of business.

In scientific terminology, management means such a socio-economic process, as a result of which the set goals are achieved by directing the company's resources. It should be noted that the meaning of "management" is much narrower than the term "management". For example: the machine can control the technological lines of the machine, which is the role of the engineer and technologist.

Management as a scientific discipline appeared approximately with the birth of capitalism in the first half of the 19th century. At that time, it was ordinary, that is, it had a military description. Early managers used methods of military discipline, threats of punishment, and unconditional obedience to any orders and decrees. Such management is considered to be an extremely effective method of using labor resources and extracting as much additional value from them as possible. When the employer oppresses the employee, it is difficult for it (labor product) to be effective and productive, and when the individual encourages his manifestation, it is impossible not to update and improve it. From the point of view of the school of human relations, the worker is not a mindless robot, but fulfills certain social needs in terms of self-respect in prestige, feeling of self-worth, approval by others, and striving to achieve personal goals and interests. is an individual who has

The school of human relations consists in the development of appropriate methods of management based on initiative, cooperation with employees, formation of "spirit of solidarity" and "community" in the company, as well as motivation. American scientist D. McGregor (1906-1964), a famous representative of the school of human relations, emphasized that there are two models of human behavior, two types of employee's attitude to his work, and the manager should use them to determine the most effective methods of justifying the work of employees. was

According to the first model, an exemplary hired worker is a person who is lazy by nature, therefore he tries to evade the assigned work, he lacks honor, sense of responsibility, understanding. From this

comes the following conclusion: it is necessary to constantly threaten such an employee with coercion, control, punishment and fines.

The second model is the opposite of the first one: hired workers are active by nature, they are characterized by initiative and initiative, and the ability to take responsibility. In this case, the task of management is to create conditions for people to achieve their goals and interests in an optimal way, and the policy and perspective of the company should be organized based on the behavior of employees.

Discipline, productivity, income (profit) are high in enterprises with high level of management, and on the contrary, expenses, defects, and defects are low. Management means determining the volume and type of work to be performed, distribution among employees, delivery of resources, formation of calculations and financial results, monitoring and control of their use. Therefore, serious attention is paid to management abroad.

As for the issue of management in production, due to the transition to market relations, the necessary situation and conditions have arisen for the application of management. Now it is necessary to start using the management methods gradually, and then expand their scope. No special preparation is required for this. The faster and earlier the management methods are used, the faster its effect will be manifested. With the help of management, both the reform and the main work can be carried out at a high level, and significant economic indicators can be achieved. Any production base consists of controlled object and control subject systems. The connection between controlled and controlling systems is formed by the interaction of people with each other.

Thus, production management consists of managing the workers, who in turn manage the means of labor. This, in turn, represents the subject of management. In the current period, it is impossible to effectively manage the national economy and enterprises without relying on scientifically based principles and laws of management. The implementation of management requires a more complete understanding of the laws of social development and their use in practice on a scientific basis. Because the importance of science and technology in the production forces increases in the "Man-machine" relationship.

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