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ASPECTS OF DEVELOPMENT OF MANAGEMENT THEORY

Annotation. The article presents the current state of management theory, which is formed as a result of the evolutionary development of successively changing principles, methods and techniques. Empirical research allowed the author to draw a conclusion about the development of management theory in several directions. The first is based on the continuing principles of Taylorism, increasing bureaucratization and administrative power. The second is based on institutional integrated principles that ensure a balance of interests of labor, capital, society and the environment. Third, on flexible principles of virtual management that promote the development of leadership, teamwork and internal motivation.

Keywords: management, Taylorism, socio-economic systems, interdisciplinary approach, self-organization, leadership.

Introduction. The problem field of modern management and the vectors of its development are determined by the processes of globalization and regionalization, demographic shifts in the world, local world crises, and the development of information and communication technologies (ICT) during the transition to the sixth technological order [1]. The globalization of business processes and management has given impetus to the development of management theory and practice. Certain projects and methods were implemented: TQM, BSC, Six Sigma, lean manufacturing, etc. The use of various concepts, principles and methods of management used in modern management practice is predominantly borrowed and non-adaptive in nature and is fundamentally of foreign origin. The technological backwardness of industry, financial crises, and economic sanctions from the United States and the European Union do not allow us to effectively copy

the principles and methods of Western management. At the same time, general recognition of management development concepts has not yet been formed [2].

Methodology. To assess the current state of management theory, the author used the results of an empirical analysis of scientific research by foreign and domestic scientists in the subject field of management, economic and management sciences, sociology, information technology and systems in economics.

Main part. The fundamental concepts of management are its meaningful understanding as modeling and management of socio-economic systems in order to achieve the efficiency of production of a product or service. The principles and methods of the management system allow us to identify certain models, the formation of which occurs in the process of technological and social development. Until the 90s of the 20th century, Western management developed in parallel and sequentially on the principles of Taylorism and administrative management.

In Uzbekistan, the development of the scientific foundations of management was carried out within the framework of the scientific organization of labor (SLO). In Western management, from the second half of the twentieth century, the results of research in psychology and sociology began to be used, which contributed to the development of behavioral approaches to management. This led to the abandonment of the universal principles of the administrative school in favor of the concept of situational management. The paradigm of centralized management, having shown some efficiency in a certain period of time, came into clear conflict with the market in the 90s of the twentieth century [3].

The processes of transition to market relations opened the market to Western principles, methods and techniques of management - technologies of management by objectives, human resource management, balanced scorecards began to be introduced, and the principles of value-oriented management were used with an assessment of the company's value based on the real options model. The dominant functional management throughout the twentieth century gradually began to be replaced by process management from the late 90s.

Fundamental changes in the economy associated with the transition to market relations “superimposed” on global economic changes in the world economy. Despite the fact that the principles and methods of continuing Taylorism are developing in the direction of various approaches to management: reengineering, process, project, the vertical hierarchy of management and command principles of top-down management are still preserved, often in a “manual” mode, when the intervention of the country's highest official makes it possible to resolve operational and tactical issues of regions and individual organizations [4].

At the same time, the development of the Internet, ICT, cloud technologies, digital platforms and other technological innovations of the fourth industrial revolution are having a transformative effect on the production of material goods and services. Social networks, blogs, crowdsourcing, rating methods and other elements of the new communication paradigm are rapidly developing. Participants in business processes are involved in network processes, self-organize into temporary virtual teams, and use artificial intelligence to support and implement management decisions of managers in traditional functions (planning, organization, motivation, accounting, analysis and regulation). The new infrastructure of the business environment makes it possible to unite and coordinate the actions of participants located geographically and beyond national borders in the process of creating added value.

New organizational forms of interaction provide flexibility of organizational structures and effective adaptation to rapidly changing conditions. Network structures become “production units, ensuring integration and coordination of joint actions to reduce the level of uncertainty, effective exchange of resources and information” for the creation and implementation of product-technological and organizational-management innovations. With network interaction, the role of the relationship between the manager and the performer is minimized, but the

importance of information interaction between machines (chat bots, artificial intelligence, neural networks) increases.

Such changes influence the style of relationships between network participants and lead to a new understanding of power based on knowledge and competencies. Network interactions involve all forms of capital: physical, financial, human, intellectual and social. "Financial capital by itself does not create any key competencies; it is necessary to include new objects - intellectual and social capital, which create unique and irreproducible effects in the very process of production and promotion of the product" [5].

Consequently, the more uncertain business conditions become, the more often companies have to apply a project approach to their activities, using the principles of flexibility (agile).

At the same time, the diversity of approaches and concepts of management in theory and practice indicates the multidimensionality of reality and assessments of this reality; different meanings of management depending on the specific situation, which allows us to conclude that there is no unified concept for the development of the theory of Russian management. In the subject area of management, three directions of development coexist simultaneously: classical Taylorism, institutional integrated management and virtual management.

Conclusion. Empirical studies of the subject area of management using a large database of articles and monographs of Western and Russian scientific literature allowed the author to conclude that there are three directions of development in the subject area of management: preservation of the classical model (Taylorism); integrated - using elements inherent in hierarchical rigid management, as well as the development of process and institutional elements; the emergence of innovative virtual models. The principles of new management are inherently opposite to classical management principles and are based on diversity; initiative and adaptation; flexible distribution and delegation of power; internal motivation.

The lack of a paradigm for the development of management theory, according to the author, is due to the fact that the national development ideology has not been defined. As a result of borrowing, a certain eclectic fusion is obtained: domestic values and European liberal values. It is fundamentally important to provide a final synthesis of empirical research in management, taking into account historical and civilizational aspects and a system of moral values, followed by the development of an organizational and economic mechanism.

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