

## The Importance of the Employee Motivation Process in the Development of the Economy

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**Abstract:** This article shows that the identification of the psychological mechanisms of economic thinking in the context of the liberalization of market relations is relevant from a scientific point of view and necessitates the development of a new form of labor motivation, taking into account the laws of economic knowledge and activity. in the process of liberalization. It is stated that this situation requires the individual to become the leading motive for striving for success in the first place and to form a normative level of risk.

**Keywords:** Management methods, economic processes, management mechanism, production, management theory and practice, price, credit, business plan, profit.

In the conditions of democratic renewal and the state of all aspects of society's life, the main issue is to stimulate economic, scientific, technical, and social development, effectively linking the interests of the individual and society with a managed market. From a theoretical and practical point of view, there is no doubt that the interests of workers as owners of production are the most important interests, a powerful driving force that accelerates socio-economic and scientific and technological development. From now on, the strategic idea of management reform is to raise the prestige of the working man, because he serves conscientious and responsible work as the basis of economic recovery; a sharp increase in the worker's interest in work, the full use of his abilities, his inclusion in the general system of the driving forces of society. This can be achieved only if the worker works as the actual owner of production, which is a very difficult matter, because a person is not only a public person, that is, he is a real owner of production. dependent on society and under its influence, but also a natural being. Similarly, his personal interests (behavior, actions towards him) are not always in harmony with public interests, but also with his own ideas and interests. Interests reflecting economic and social relations between people have a direct impact on their goals, work discipline, activity, and regulate their actions.

Management methods are methods of purposeful interaction of the subject of management with the object of management, i.e. ensuring coordination of the activities of the manager in the process of achieving the goals set for the production team managed by him.

Through management methods, they influence economic processes and production participants in order to achieve high results with the least use of material, financial, energy and labor resources. The efficiency of production is inextricably linked with the perfection and correctness of management methods.

Management methods play an important role in management science and are inextricably linked with the principles of management law. Among the methods of influencing the workforce, only those that meet the requirements of objective management laws in a market economy are considered the most appropriate and appropriate for the management mechanism. The essence of this is that management methods are inextricably linked with the system of laws belonging to the market economy.

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Management methods change under the influence of external and internal factors. External factors include: changes in external and internal conditions, fundamental reforms in economic management, changes in the management system of the level of technical equipment of the economy (economic reforms, transition from the sectoral system of economic management to the regional system, etc.). Internal factors:

- implementation of the concentration of production on the basis of the creation of large production associations;
- the transition of an organization from one group to another as a result of a change in size; a change in the level of specialization of production;
- Improving the level of technical equipment of labor; improving existing methods of production planning and accelerated regulation and introducing new ones (industry planning and management);
- continuous operational production planning, the use of an automated production management system, etc.).

Management methods change with the development of the mode of production and the growth of the productive forces of society, which directly affects socio-economic relations. The right choice of management methods is also important for the successful development of the economy.

Management methods can be distinguished as a common phenomenon between different ways of functioning in some specific sectors of the economy. For example, we can talk about management methods at the management level (public sector management methods, methods of managing a store, organization, association, regional methods) or network management methods (methods of managing industry, transport, agriculture). It is also possible to distinguish management methods used by different subjects. Methods of public administration Methods of management of public organizations. Or it is necessary to take into account the management methods used in some sectors of the economy (production, finance, science and education).

The diversity of the management system serves as the basis for distinguishing the ways of activity of these organizations. Employees belonging to different categories can distinguish management methods used by managers, directors, heads of departments in management activities. Consequently, there are different management methods in management theory and practice. They formed a system in which each group of management methods had its own characteristics.

The following methods are used in the management of the national economy: economic, organizational, social, psychological and legal. These management methods are interdependent, so giving too much importance to any of them leads to disruption of the normal course of production as a whole. Currently, economic methods of managing the market economy are becoming increasingly important.

Economic management methods influence people through economic interests. The essence of economic methods is to create economic conditions that ensure their profitability for employees and the production team. Economic methods play a leading role in the system of management methods. Economic methods consist of a set of economic instruments (price, credit, business plan, profit, taxes, wages, economic incentives, etc.), i.e. measures to influence economic activity in such a way that each community acts in an inextricable connection with society. the corresponding economic unit.

The market economy is the opposite of the command and administrative system, in which the regulation of prices, taxes and credit in the market is carried out mainly for public purposes. In a

market economy, stability cannot be achieved without strict regulation of changes in prices and wages.

Thus, economic management methods have a very wide range of possibilities and give good results only if they are skillfully and timely combined with organizational, team, socio-psychological and legal methods.

We recommend giving priority to economic management methods in improving the efficiency of management at industrial enterprises. However, the use of the command and administrative method can bring great economic benefits in a short time. However, its effect will end soon. This method is recommended when an event needs to be executed as soon as possible.

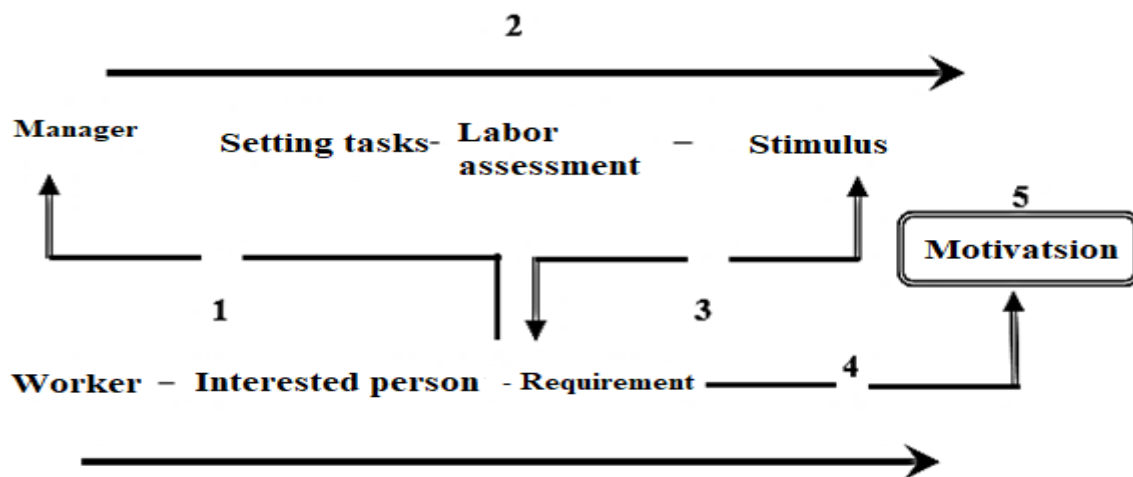
Before applying economic management methods, it is recommended to build an object (managed) paradigm and use it to determine the optimal means of influencing the object.

Encouraging the use of economic methods in personnel management runs along the main "red line". The incentives are of a vector nature, and we recommend that they be aimed at a specific group of people or at a specific goal of a particular joint-stock company.

Industrial enterprises of Uzbekistan currently have a large number of workers and employees aged 20-30 years, and it is advisable to develop measures to stimulate their development and self-expression. On the other hand, the number of workers and employees aged 30-40 years is less, and they should demonstrate prospects for career advancement. Status is important for other workers and employees. It would be advisable to recognize and respect their services to industrial enterprises.

Replacing the type of exposure into three groups dramatically reduces the level of exposure, which is popularly known as "giving money to the butcher and expecting bread from the baker."

Focusing each stimulus on a specific goal will give the expected result. We present this process in Figure -1 below:



**Figure - 1. Vector model of the stimulus**

The introduction of this model in the management of industrial enterprises will allow the use of economic management methods, dividing young and experienced workers into three groups.

During the research, we interviewed workers and employees of industrial enterprises, asked them control questions and analyzed them. As a result, it became clear that some leaders are using an autocratic style more. The model we offer helps employees to think freely and establish friendly relations between them.

We note that in the motivation of workers and employees of industrial enterprises, ensuring the coordination of internal and external barriers in them will increase the level of impact several times.

Our great ancestor in the field of process motivation, scientist Yusuf Khas Khodjib<sup>1</sup> Balasaguni, in his historical work "Kutadgu bilig" ("Blessed knowledge"), related to the field of motivation, said: "An employee who has not found hope will be disappointed."

It is obvious that the ideas of the "Theory of Expectation" (1964) by the American scientist Viktor Vroom were expressed by our great compatriot Yusuf Khas Hadjib in his writings about 915 years ago (XI century).

Summarizing the above considerations, we quote from the article by management specialist A.A. Eraliev: "The essence of modernization and its role in the development of the economy of Uzbekistan: - "Currently, the state of Uzbekistan is facing the question of how to make our economy competitive with other large companies in the world with the help of modernization and how to get rid of the sale of cheap raw materials." With these considerations in mind, improving governance is a very urgent task facing us. It is time to realize that the development of our economy, the well-being of our people, as well as the modernization and diversification of the country's economy depend on how effectively we motivate workers and specialists to work effectively.

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<sup>1</sup> Хас Хаджиб — министр двора