

**Directions for Improving the Efficiency of the Hotel Industry****Rakhimov Hasan Abdusaitovich**

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**Abstract**

*The management of any farm is decided by the staff of the entity. In order to organize this process highly efficiently, it also requires the management of the staff itself. This process is also based on a number of principles, many methods; in this article these issues are discussed.*

**Keywords:** *tourism, hotel industry, employment, GDP, industry, entrepreneurship, services, economic growth.*

In the current pandemic situation, economic development is very difficult<sup>1</sup>. Price water house Coopers and Oxford University forecast that by 2030, robots will occupy 30% of jobs. This means that the already high unemployment rate will rise further.

One aspect should be given special attention in the hotel industry. This is to get to know what each employee's strengths and weaknesses are. Because this issue is of great importance in their management. To achieve this, managers keep a separate sheet or card for each employee section. Its shape can be as follows (Table 1).

**Table 1. Eshmatov Toshmat's strengths and weaknesses as a hotel manager<sup>2</sup>**

<b>N</b>	<b>Strengths</b>	<b>T/p</b>	<b>Weaknesses</b>
1.	Demanding	1.	Trusting
2.	Knowledgeable	2.	Rude
3.	Quick witted	3.	Malapert
...	....	...	....
<i>n</i>	And etc	<i>n</i>	And etc

This schedule does not have to be known to the employee himself, it is enough that only the hotel management knows it. They can find answers to questions such as who can be trusted or who can be trusted to do what they want. For this reason, this card should be about all employees.

In the hotel industry, as in other industries, to ensure high efficiency, every employee must be well versed in time management. This is usually managed by the business manager. Time management is very important for those who work with mental labor. Because those who work physically are paid according to the quantity and quality of the work they do when they start and finish it. Mental

<sup>1</sup> Ortikniyozovich, F. U. (2021). The role of health in improving the living standards and welfare of the population. *ACADEMICIA: An International Multidisciplinary Research Journal*, 11(4), 401-405.

This table was formed by the author as a result of research.

labor, on the other hand, is measured in time. In this regard, time management is also very important in the hotel business.

In time management, it is advisable to understand what it is spent on. To do this, it is necessary to pay attention to the following aspects:

- each employee must know exactly their functional function;
- whether the time spent is going to perform that functional task or something else, it must be clearly felt;
- to spend as much time as possible on its functional function and to increase its contribution to the total time fund;
- each employee must have the ability to keep track of time;

All this ultimately increases the efficiency of time use. This, in turn, is a key factor in improving the efficiency of services provided in the hotel industry.

To make efficient use of time, it would be a great achievement to know the time norm of each function to be performed. One operation can be completed in 10 minutes by one person with the required level of quality and 15 minutes by another accordingly. The fact that the second person spends 1.5 times more time than the first with the same quality indicates that it is out of the norm. It is necessary to manage the situation and put it into a certain pattern.

To achieve the above, it will be necessary to put an end to the inefficient use of time and, accordingly, the decline in overall efficiency. To do this, we recommend the following measures (Figure 5.5).

There are many other ways to put an end to wasted time. We have focused only on their main ones. xolos. There are so many types it's hard to say. These include::

- ✓ preparation of various unnecessary information;
- ✓ inability to form an optimal staff;
- ✓ insufficient skills of employees to perform their functions;
- ✓ Excess habits have become ingrained in the system (such as smoking in an organized manner, gathering everyone to take a break, and telling jokes).

It must be acknowledged that in order to use time effectively, our staff must be highly qualified and responsible. Appropriate efficiency cannot be achieved without competence as a responsibility or without a qualification as a responsibility. Due to this, it is desirable that the staff in each hotel have the ability to work as a team. Otherwise, achieving the intended efficiency will be a bit complicated. So, we have seen that there are many ways to improve human resource management and make effective decisions in hotel farms.

### References:

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