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SUCCESS OF MANAGEMENT IS STIMULATION OF HUMAN FACTOR

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ABSTRACT

Challenges to society cannot be solved without a clear, coherent, vivifying and creative human activities. Consider and analyze human factors. People need a conscious activity, the true passion that will result through the application effort, spiritual confidence. All of these can be carried out within the framework of the regional local governments.

KEYWORDS: *human factor, public association, market mechanism, Government, economic mechanism.*

INTRODUCTION

The complete activity of the market economy depends on functioning of a market gear. The management is considered one of the main components of a market economy. In all times it was considered as an imported to reach a direction of the market towards definite aims (Valikho'zhaev, 2000).

Activation of the human factor in the socio-economic sphere of society is the development of democracy. This activation is particularly important in the economies of developing countries. Thus developed different ways of development, created a basis for strategic planning. In other words, the activity of the human factor is determined by the participation of every citizen in the state and public administration, the level of his consciousness and culture. In this regard, the process of liberalization and democratization in the socio-economic sphere takes place in conjunction with the human factor. For, if the goal of renewal and reform aimed at ensuring the interests of the person, it is necessary to create opportunities to increase citizen participation in their decision. And it does not require large facilities or forces.

However, this can be related to high expectations. That is, the process of socio-economic development is impossible without the active participation of the person.

The conclusion of a special UN commission on human resources: "The main drawback of modern theories of development lies in the fact that the share of physical capital invested in the economy is very modest. According to the reports of experts, as a rule, achieved overall growth of the economy accounts for 40 percent. The remaining 60 percent provided by the human factor " (Ajwad et al., 2014; A. Akimov & Dollery, 2009).

Among the various resources used continuously in the production process, human resource has the most impact force. With the increasing mobility of capital and technology competitiveness depends solely on quality, performance and flexibility of human resources. Formation or alteration of consciousness and outlook of the person requires the implementation of certain tasks. "As far as any variety would have used the resources they have traditionally been divided into three groups: natural or natural resources (as defined by the French economist JB Ain - land), material resources (capital) and human resources that can be called factors of production"(Abdukarimov B.A, 2013).

In the present article the main attention is paid to the organization of the regional local self-managements. Only in this case it will be taken directly into account meanings and purpose of the economic relations and social-political situations.

The transition process towards a market economy needs, first of all, new economic thinking, analysis and studies of the market law and legislation's, the achieved experience in management and introducing them into domestic economy.

CASE OF HUMAN MANAGEMENT SKILLS

Activities, which will be carried out for development of the production forces, will create opportunity for the progress of a country, increase welfare and cultural level of its people. There will be objective condition for acceleration of economic and social development(Allison, 2004; BAKHTISHODOVICH et al., 2015).

The followings are suggested to achieve these purposes:

- set up associations on social and economic development on voluntary terms from citizens, representatives of regions in regions (districts, cities, regions) and to determine their main goals in realization of the following actions;
- the regional centers are to be set up in provinces for study and development of the productive forces and the following activities are to be determined as their main goals;
- to form the associations as a methodical, organizational, economic and social body for searching of the developing forces, rendering support to all form of institutions in their activities to implement reforms;

- to determine the priority of economic development by means of through study of the natural, material and manpower resources of the region;
- to undertake all necessary measures for development and implementation of the main program for the social economic development of a region;
- to develop (work out) ideas dedicated to use enterprises internal opportunities, after studying their activity;
- to take joint decision for achievement of the goals and tasks on production taken by the enterprises after their definition;
- to introduce broadly existing opportunities and reserves by taking support from the principles of economic development;
- to become an active factor of all kind of activities in a region;
- to have achievements on fully realization of the activities enterprises, companies and private firms in every possible way;
- to integrate a science with production.

It is known that every independent state has its independent economic policy and urges towards its realization.

People must become aware of their activity and have true enthusiasm which will be expressed by means of doing their best efforts and moral trusts.

Formation of market relations in the world gave impetus to the new estimate of labor. B. Petty wrote "majesty and glory of the ruler depends on the number of business and hard-working people of the country"(A. V. Akimov & Dollery, 2006; Fry, 1988).

If human factors are not taken into consideration and are not analyzed, groundless conclusion, passions and haste can bring only harm. People must have a realized activity and trace enthusiasm which will be fulfilled by means of applying their efforts and moral trust.

Thus, the final good of human factor activity is improvement of its social status, well being, broadening the limits of freedom, rise in honor and dignity, democratization of society by widening human's possibilities.

METHODOLOGY

In the national economy the radical transformations are going in the structural, investment, organizational-economic fields. Aim is to build the social stable, strong democratic legal and civil society. For achieving this it is required to do certain work in political economic and spiritual spheres and in this work is to be leaned against the life experience of the people, its

national and spiritual traditional(Ames, Brown, Devarajan, Izquierdo, & others, 2001; Ames et al., 2001).

The most main and topically problem is searching of the guide for development of forces, taking into account the roughness and different forms of the principles of the social-economic development. In the market economy conditions, it is necessary to determine the market requirements, the objective strategy and to act on this basis.

During reform, it is necessary, to all round analyze economic situation and to uncover the reasons and shortcomings, doing negative influences for the development of economy and social transformation. It is necessary to revise radically early ideas about development of the society and the positive changes are to be made for covering of economic and social knowledge for development of process.

The market economy is not inherent to any state. In conditions of a market economy all activity of production should serve for satisfaction of the citizen requirement and permanently try to find a way of perfection among the alternate decisions. The certain branches of the industry are to produce good quality of goods and products for the people in sufficient quantity (A. Akimov & Dollery, 2009; Valikhūzhaev, 2000).

At present, when work is done for the deeper transition into market economy promotion of the entrepreneurship and initiative is necessity in forming of the structure, which should be able to study in operative sense the requirements of a society, bringing into motion reserves, resources and potentials to rebuilt economy radically, to implement the achievements of science and engineering without any caution, to broadly think on development of the social-economic situation of a region. Thus it is necessary to create such social-economic structure, in which should be available the common democratic program, based in all respects, covering social reorganization deeply (Alam & Diamah, 2012; David Airey & Myra Shackley, 1997).

Creation of such structure would be great matter for achievement of the determined tasks and goals. By this it will be possible to form citizen's initiative, social activity of people and to sort out the existing problems in the life.

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Since we have put before us the goal to form directions towards uninterrupted market economy the strong democratic legal state and people's society, then we have to take all forces and opportunities. Participation whole society and its every citizen are most important in this process. They are to be granted unlimited right and freedom for participation in the political and economical process. How this work is carried out?

For this purpose it is necessary to set up public associations on social and economic development. It should have its working body and the Board. High professional and competent specialists, experts, skilled and experienced toilers, retired persons and scientists are to be listed as members of the centers Board. The activity of the association is completely based on the public opinions and advises. It should be formed as authoritative, competent, cultural and democratic institute. Of course it must be very simple, qualified and accessible for every one.

Association should not have administrative-command nature, that such feature certainly will suffer damage in its authority among mass(Gürgen, 1999).

The similar structure can be set up in ministries, concerns, associations, enterprises, joint-stock companies and etc. Participation of self-government on social and economic development will conduct work in all branches of the national economy on wide scale of social economic development, taking into account all factors of a region and its demographic situations. It will study a level of development enterprises, organization and other structural transformations, will analyze any problems and the preventing factors and will search the ways of their overcoming, will develop general structure of socio economic development of a region, to study real need of society and will put before it self problems on organization of production for satisfaction of existing needs (requirements) will render practical help to each labor collective on application of progressive methods of management of work, introduction of advanced experience, progressive technologies and achievement of a science and engineering.

It will promptly conduct work on definition (determination) of particular ways of development of the economic subjects of a region. The centre will organize its activity in two planes, i.e. on horizontal and vertical. On horizontal plane the centre conducts work by local organizations, enterprises and other structural transformations, which by joint efforts finds out all social economic questions and problems (Bowden, 2009; Dellarocas, 2003).

And as per the vertical plane work is to be carried out by the higher bodies and governments. On this plane the centre on behalf of people and introduces necessity questions to higher bodies, requiring decision at a level. With it there will be real communication of the people with government and provides opportunity of participation of the people in management of country.

At this stage economy suffers from errors and miscalculations on definition of a market condition. And there are a lot and every kind of such errors. These are lack of knowledge of sales between the consumer and manufacturer, shortage of the information between the manufacturer and consumer, demands in the domestic market as well as in the external market and etc. The centre will conduct wide range of work to put in good order features. After being established every kind of economic, organizational and technological communications directly between the manufacturer and consumer the whole complexes of production are created. Taking into account natural, material and labor resources of a region, the centre will introduce the proposals on organization of manufacture and it's financing. In accordance of the requirements of the market and consumers it will coordinate activity of the enterprises and constantly will introduce the amendments to the undertaken problems and programs(Ruziev & Ghosh, 2009).

Association should have its economic gear, in which the decision existing of the social-economic problems should be definitely determined. It should be able to analyze all economic situation deeply, to consult with the people, to foresee the future and to present brilliant examples of knowledge and capability. On the basis of development of market structures it will coordinate manufacture on flexible conditions. For achievement of the aims it searches for the progressive methods to increase productivity and profitability, and wider uses the existing

conditions and opportunities. It should be approached in scientifically, practically, from the point of view of human and spiritual relations.

The association main strategy is definite development of a region. In this purpose among many alternative directions it chooses most suitable and necessary one and recommends it for production.

At present there are always available different structures in various directions in regions, their opinions are not coincided with one another. There is lack of interrelations cooperation between them. Therefore it makes a sense to the public self government to take up this most urgent question (S.Adilxodjayeva & S.Muratayev, 2014).

It is great impotence to unceasingly update and renew the manufacturing goods and productions. In this direction the paramount task of the association is creation of conditions for creative innovation climate and stimulation of the creator of innovations. It is necessary wider to take into consideration opinions and advices of the workers, experts and scientists in the decision of problems of the social economic life. You see, public wisdom and knowledge are a greater force in progress of a economy upwards. Combination and strengthening of the public factors, initiative and entrepreneurship of the labor collectives are great opportunities, reserves on increasing of the production efficiency.

CONCLUSION

The creation of such structure for development of the national economy and increase of well-being of the people has certain significance. To put in action all ways of the productive force changes economy in a root to the positive direction, and creates opportunity for transition on rails of civilized development. For the complex decision of social economic problems of a region the best approach is increase of role and responsibility of local self-management.

Advantage of the local self-management is, that each problem and task is decided wholly, taking into account local conditions and it is translated in to reality by legal means, and i.e. all directions of development is covered and taken into account.

The main requirement for management of the association is fast adaptation to the new condition of the life. It should be able to take urgent and perfect decision in any situations, to increase a role of the human factor on production, increase quality of products, to use production capacities and areas effective manners.

Overcoming of taken problems and the prompt increase of well-being of the people needs to develop on large scale lento-economic and administrative measures, to determine investment directions and to concentrate forces and resources. Participation of self-government on social and economic development of administrative regions has a number of advantages and positive motives, as the association organizes its activity with people. Which of them has small importance of the inadmissibility of any possible and negative feature as corruption and bribery etc? Because, of the association carries out its all activity with the people, in conditions of peoples supervision.

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