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<https://doi.org/10.61796/jaide.v1i9.938>**THE IMPACT OF THE ORGANIZATION'S
MANAGEMENT SYSTEM ON WORK EFFICIENCY****Usmanov Adkhamjon Azamjonovich**PhD, senior teacher of the department of Fundamental economic science of "International school of finance technology and science"
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Abstract: In today's globalization process, the effective organization of each organization's management system directly depends on the factors influencing it. Since the main goal of organizational management is to achieve labor and activity efficiency, it is necessary to constantly study the factors influencing it, adapting it to the demands of the time. This article examines and analyzes the key factors related to the organization's effectiveness.

Keywords: management activities, efficiency, management system, factors, motivation, stimulation

This is an open-access article under the [CC-BY 4.0](https://creativecommons.org/licenses/by/4.0/) license**Introduction**

Acceleration of economic processes, implementation of extensive reforms creates a competitive environment in organizations. The stable growth and development of the organization by increasing the efficiency and labor productivity is directly related to the effective functioning of the employees. A serious focus on the process of personnel management, the wide application of incentives and punishment methods determines the effective operation of the organization in the future. In this regard, research in the area of ensuring the effectiveness of the organization's activities is of urgent importance. It is advisable to study this process by dividing it into the following two parts:

1. Organizational mechanism of personnel management.
2. Motivational mechanism of personnel management.

Therefore, after a separate analysis of these mechanisms, influencing factors affecting the labor productivity and efficiency of the organization are considered..

- a. The organizational mechanism of personnel management is considered as a system of rules, laws and procedures that regulate the relations of team members. It includes the relationship between the elements, organizational forms, methods, legal norms and standards that ensure the rational operation of the personnel management system, complex processes aimed at organization[1].
- b. The motivational mechanism of personnel management is a set of economic actions of the participants of the enterprise activity that increase the chances of success and give them the opportunity to achieve development by consciously influencing them materially and morally.

Methods

The research methodology used in the statement above is primarily qualitative and descriptive in nature, focusing on analyzing and evaluating the organizational and motivational mechanisms of personnel management. The study divides the personnel management process into two key

components: the organizational mechanism and the motivational mechanism, analyzing them separately to identify factors influencing labor productivity and efficiency. The research draws on theoretical frameworks established by various scholars, integrating insights from existing literature on motivation, employee management, and organizational dynamics. Through an examination of organizational rules, procedures, economic actions, and motivational factors, the study aims to determine how these mechanisms contribute to the overall effectiveness of an organization. The research also incorporates findings from global reports, such as Gallup International Association, to highlight contemporary challenges in employee engagement and satisfaction.

Result and Discussion

Organizational and motivational mechanisms of personnel management have been studied by many scientists. In particular, according to N. Kvasha, the organizational-motivational mechanism of the enterprise includes economic means and a system of moral, psychological and social incentives, which act as motives, encourage work[2]. According to N.Pryajnikov, this mechanism is a complex system of practical means and methods of influencing employees working to ensure the achievement of goals[3].

O. Akimova recognizes the motivational mechanism as a complex system of interrelated forms and methods, tools and schemes, ensuring interest in the final results of the company's activities by influencing employees and their work activities[4].

According to V. Gribov, the motivational mechanism consists of two elements, and they are divided as follows:

- the mechanism of the external goal stimulating effect on a person (motivation and coercion);
- the mechanism of increasing inclination towards activity.

It can be seen that the role and importance of organizational and motivational mechanisms in the effective management of employees is high. Therefore, the motivational mechanism of the organization serves as the basis for the development of employees' activities as the main element of the management policy[5].

Therefore, based on the existing theory of studying the organizational-motivational mechanism of personnel management and the research conducted by scientists, this category can be defined as follows. The organizational-motivational mechanism of personnel management is a system of socio-economic complex measures that ensure the effectiveness of activities by planning, organizing, motivating, coordinating and controlling the work process based on the direction of the organization's activity.

According to Gallup International Association analysis, only 15% of employees worldwide work in their dream companies. And 85 percent of employees work where they can show their potential and against their will[6]. It can be seen that many organizations today do not pay attention to the factors affecting the effectiveness of personnel management. As a result, employees are forced to work in the organization only to satisfy their financial needs and improve their personal and family conditions. Therefore, in modern management, it is important to study the level of job satisfaction of employees, to determine their needs.

In the process of personnel management, it is necessary to determine the factors affecting the improvement of the team's activity and the motivation of its work, taking into account the internal characteristics, conditions and opportunities of each organization. Otherwise, these factors may have the opposite effect on the level of job satisfaction of employees, or the chosen method may not justify itself.

It is proven that every enterprise provides its future, perspective and competitiveness directly through qualified personnel. In particular, the process of managing employees is effectively carried out by directly influencing them materially and morally, and is of great importance in determining the future state of the organization (Fig. 1).

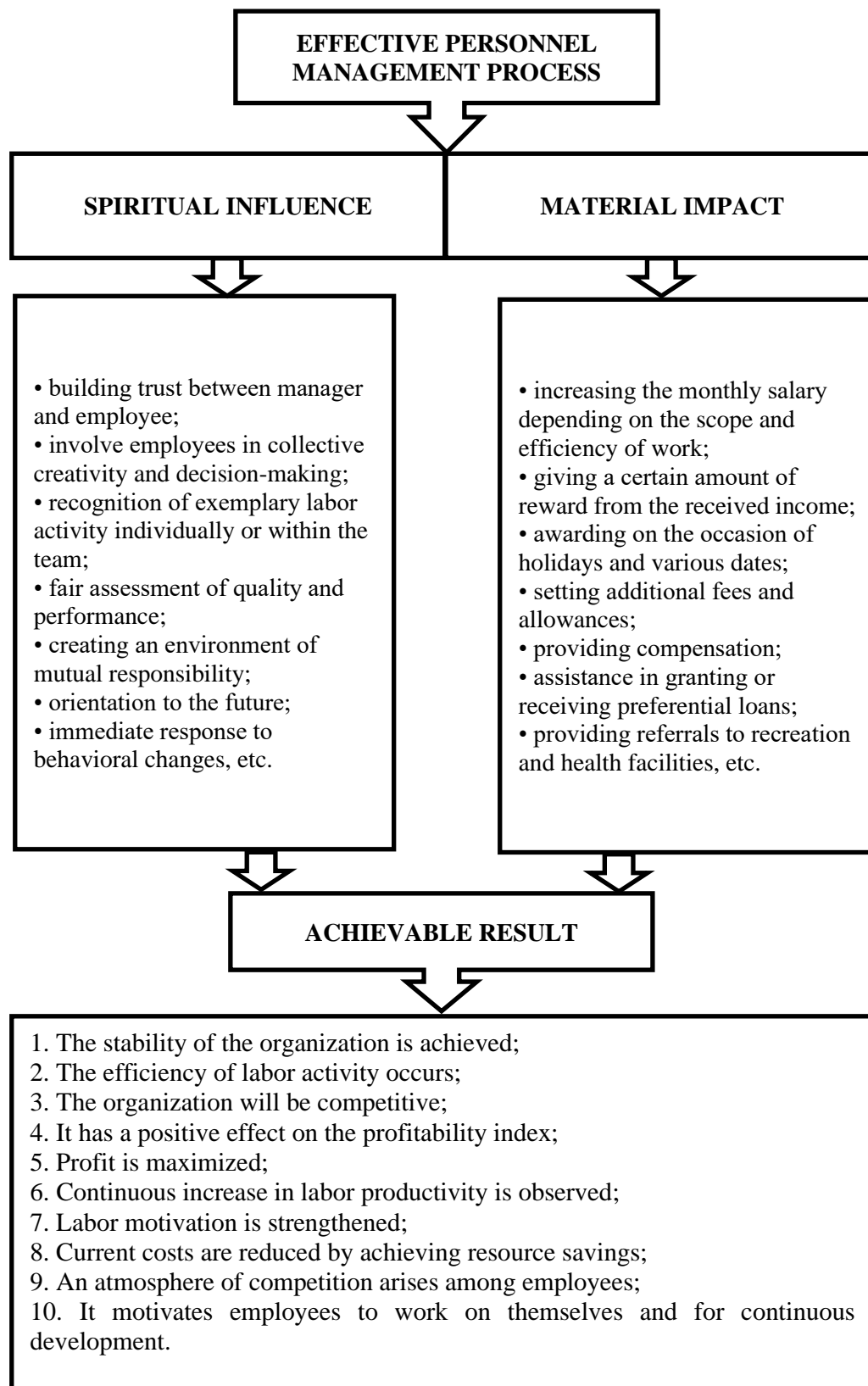


Figure 1. A mechanism for influencing the process of effective personnel management

Also, there are the following priority reasons for effective management and relationship with employees:

firstly, qualified personnel are the main asset in the organization, and all techniques and technologies cannot be managed without them;

secondly, one of the main requirements of the economy is adaptability to time and

environment and resistance to competition. And this cannot be done without the human factor;

thirdly, the ability to work on oneself, the ability to adapt to ongoing changes and reforms leads to easy and successful performance of assigned tasks;

fourthly, the fact that employees have a high mobility in relation to technology shows their place and importance in the organization.

It is known from experience that the work of a leader who does not properly manage personnel in the organization, that is, does not form a personnel reserve, does not forecast the future, and blindly uses their talents and abilities.

Disorganization, in turn, has a negative impact on the sustainable development and effective operation of the organization. Therefore, the following problems are observed in organizations that do not pay attention to employee motivation:

- high staff unemployment;
- low level of loyalty of employees to the organization;
- deterioration of relations between employees;
- violation of organizational values;
- increase in mistrust of employees towards leaders;
- non-observance of internal discipline;
- Violation of executive discipline;
- lack of conditions for self-awareness of employees;
- decrease in the level of influence of managers in relation to employees;
- dispersal of the team;
- decrease in employee morale;
- dissatisfaction of employees with their work;
- low professional level of personnel;
- reduction of initiative among employees;
- insufficient equipment of workplaces;
- lack of attention to study and internship reserve;
- underdeveloped social and cultural life of the enterprise;
- cases of reluctance to improve employee qualifications;
- unstable labor incentive system;
- inconsistency between the actual behavior of employees and the expectations of managers;
- loss of leaders' effectiveness in conflict resolution;
- slowing down of processes affecting work efficiency, etc..

Conclusion

In conclusion, it can be said that the contribution of a manager who is superficial or indifferent to the effective management of the organization cannot be overestimated. Therefore, if the personnel management system is considered as the basis of the stability of the organization, if conditions are created for employees to strive for innovation during their work and if they are properly encouraged, labor productivity will certainly be achieved

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