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Analysis of the Activities of Young Leaders in Enterprise Management

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Abstract: In this article, the enterprise management system and the system of bodies all aspects of national importance, management training, re-training and improving their skills on the ongoing reforms in the country and keep in mind the analysis of their business activities.

Keywords: Mechanism, enterprises, government, management, labor, youth leaders, the President, ministries, government bureaucracy, corruption, the central and local state bodies, faoliayat analysis.

We all know that today the number of young executives in all enterprises and organizations is growing. At the same time, the work of these employees, the system of work is changing. New systems are being introduced in our country to evaluate the activities of young leaders and the situation of employees in an entire organization or enterprise, and through them the whole team.

An example of this is the new KPI system.

In today's competitive market economy, the importance of efficient use of human resources is growing. In this regard, special attention should be paid to the evaluation of the effectiveness of the organization (office, institution and enterprise) and employees. In this regard, in international practice, public service performance indicators are evaluated using the KPI - Key Performance Indicator - the most important performance indicators.

In this case, the efficiency is determined by the cost of achieving the goal achieved by the organization over a period of time.

KPI is also an indicator of efficiency or effectiveness, which monitors the performance of organizations (departments, institutions and enterprises) and employees at a certain level of performance or achievement of a set goal. In short, a KPI is a "measuring device" for its intended purpose. Therefore, it is not possible to determine the KPI by non-objective indicators.

In English, these terms are used in terms such as "performance indicators", "key results indicators - KRI" and "critical success factors". represented by

David Parmentrer's book, Key Performance Indicators: Developing, Implementing and Using, defines these terms as follows:

"Performance" ("Performance Indicators") - how to improve the efficiency of daily work;

"One of the most important indicators of effectiveness" ("Key results Indicators - Cree") - how to increase efficiency in the future;

"The most important performance indicators" ("Key performance Indicators - KPIs") describes how to increase efficiency dramatically.

KPI concepts about the first 50 years of the twentieth century, Peter Drukerning toward the goal of "managing" the idea began to form.

In his view, the effectiveness of performance indicators to deal with. And leaders not busy with work, activities and priorities outlined the main goal for the need to engage in productive indicators.

KPIga through incentives for managers and staff to improve the efficiency of the system in Europe originally came into existence during the economic crisis occurred in the 1970s. Because countries such as France, Germany, Portugal, the European civil servants' wages were lower than in the private sector. To increase the salaries of the need to increase taxes.

It is no secret, not to increase taxes during the economic crisis, but the private sector in order to increase the benefits through the economy. In this difficult situation, qualified personnel to maintain the system of state and government is increasing the efficiency of the system for the new management system requirements.

First of all, that the countries of Western Europe in the 1980s, the majority of public servants have achieved a high impact material and encourage them to use more methods, according to the appointment. Only used in high-level leaders of financial incentives.

Finally, in the early 1990s in countries such as the United Kingdom, the Netherlands, Canada and the United States began in high and mid-level public servants have financial incentives. Since 2004, all the countries of the European Union in this system.

Each organization (agencies, companies and institutions) for the implementation of KPI systems must comply with the following algorithm:

KPI system implementation plan (responsible for the development, organization, practice time, etc.);

KPI to create a legal framework for the introduction of the system (compatible model, improvement of the legal framework, structure optimization, KPI reporting forms, etc.);

KPI selected to create an automated application system (KPI model of software development, the program is responsible for training, etc.);

KPI system (based on the choice of organization and practice areas, qolganarda The aim of the step-by-step implementation, system performance, staff training, etc.);

KPI (performance and effectiveness of the system for monitoring the effectiveness of the system of data collection, analysis, or correct ko'rchatkichlar you want to learn, process and deficiencies, etc.).

This system is only a certain period of time, ie during the period of high efficiency must be considered. For this reason, a system of continuous monitoring and, if necessary, the most important indicators of progress is required.

In addition, the top of the KPI results to the results obtained with the resources to pay special attention. First of all, that the countries of Western Europe in the 1980s, the majority of public servants have achieved a high impact material and encourage them to use more methods, according to the appointment. Only used in high-level leaders of financial incentives.

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Only by chasing the result and not focusing on the resources expended can one be left without the resources to produce the result. On the contrary, saving resources alone is not the answer.

That is, high efficiency is the result of the correlation between the expected result and the minimum amount of resources expended. Therefore, both efficiency and effectiveness must be taken into account, and a balance must always be struck between them.

KPI system to achieve high efficiency of the following is recommended:

KPI indicators to determine the exact number. According to Kaplan and Norton, Hope and 20, according to Freyzerlarlarning should not exceed more than 10 states. Other "10/80/10" rule, which is 10 important indicators of effectiveness, producing a total of 80 indicators and 10 key performance indicators should be recommended. State administrative bodies with high-level officials and 25, 10 mid-level managers and other employees, 5 selection of the appropriate parameters.

KPI indicators is the right choice. The main purpose of the law, the right choice of indicators based on the functional duties.

To create conditions for employees. Executives Management and sufficient conditions for the full implementation of the control, authority and create opportunities. As well as the need to improve the material and technical base.

In common. The organization with the main purpose of the indicators of its parts should always be korrelitsiya average.

A transparent system. KPI to increase the efficiency of employees of special training seminars.

Promotion. KPI, depending on the results achieved in the development of a mechanism to encourage and staff need to be fully aware of (motivation).

Continuous monitoring. Timely indicators to determine the effect of external factors and the purpose of eliminating them. In addition, you can also change the parameters depending on the situation. So this is through effective KPI tizimi young managers to analyze and assess the performance of employees.

At the same time working efficiency will be more clearly or defect.

Economy is one of the main directions of the reforms carried out in the context of the liberalization of the national economy, which is part of the personnel system to improve the performance of the manager, the company further improve the quality of personnel and population are employed to ensure that important issues.

The president said the following:

2017-year growth in gross domestic product had 47.3% of the service area of shows percent of this sector's role in the economy and see how big the effect shows. More than half of the total employed population working in this area. Banking, insurance, leasing, consulting and other kinds of market services in the private sector is developing at a steady pace, and small business development. Services in the field of 80 thousand 400 small businesses operate and the services sector, 80% of the total number of enterprises originate. Of small business and private entrepreneurship, encouraged in every way, they are able to compete in domestic and foreign markets, to establish consistent production of quality products and services, which should provide a solid economic cycle.

This is particularly effective management of enterprises, service personnel is the most important factor. Personnel management, marketing personnel, people, economy, human resource management, human resources, and also the social management, personnel management and motivation, as well as on the basis of the activities of the company to achieve top results. Among all the various problems in theory and practice, of course, the leader of the individual activities associated with the management of complex issues related to the content plays a key role. Just as a leader plays a central and most important role in any organizational system, the study of this activity is also a key problem of management theory objectively.

The solution of all other management problems, the formation of an adequate general understanding of the "science of management" depends in many respects on a correct and complete understanding of the essence and content of management activities. In order to form a correct and complete picture on this topic, it is necessary to take into account the main difficulties in the psychological study of the leader's activities, the difficulty of distinguishing activity-related problems from general organizational problems. The basics are as follows.

First, the activities of the leader are objectively and integrally related to all other aspects of the activities of the organization. Consequently, the problem of management activity is inextricably linked to all other management and organizational problems and is not adequately addressed beyond them.

Second, the problem of management activity falls into the category of interdisciplinary scientific problem is the subject of research in the whole complex of sciences.

Third, the psychological study of management activities is the most difficult from a scientific point of view, because here the subject of research is an "intangible" field that cannot be understood as a spiritual reality. Therefore, it is natural that to a much greater extent than this, it is not the internal content of management activity that is exposed and studied, but its appearance. Nevertheless, the analysis of the external landscape of management activity, although it is an objectively necessary stage and condition of knowing it, is still insufficient to reveal it in depth and comprehensively. This implies the need to combine the basic principle of knowledge of management activity - the analysis of its external - objectified content - and internal - hidden content. This principle is the basis for activity psychology; so it will also be the basis for the structure of the case. The essence of management activities.

The concept of activity has the status of a general scientific category. It is studied in many disciplines: sociology, economics, engineering, philosophy, physiology, psychology and others. The activity is aimed at achieving the consciously set goals of the subject and the creation of socially significant values and the development of social experience is defined as a form of active response to the reality associated with. The subject of psychological study of activity are the psychological components that stimulate, direct and regulate the labor activity of the subject and make it in the implementation of actions, as well as the personal characteristics in which this activity is carried out. The main psychological features of activity are activity, consciousness, purposefulness, objectivity and consistency of its structure. Activity is always based on some motive (or multiple motives).

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