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# Academia Open



*By Universitas Muhammadiyah Sidoarjo*

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## **What does the effectiveness of management depend on ?**

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### **Abstract**

This paper makes analyses on improving the effectiveness of the agricultural management system will depend primarily on management functions. Management of these functions relies on the liberalization of the economy. Improvement of economic methods depends on economic, administrative and social-psychological research

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## Introduction

After the independence of the Republic, a number of measures were taken to improve the agricultural management system of the country. It should be noted that all these changes are not the creation of new ministries and agencies, but the measures aimed at adapting the system of management to the laws and requirements of the market economy, deepening the integration process between agricultural producers and processors and accelerating the transition from raw materials to finished products.

A number of scholars have done research on the formation and improvement of agricultural management systems. Notably, Y.T. Buzilov, A.G. Varonin and A.V. Foreign scientists such as Pashatayeva move to a new modern system of agricultural reform and management. At the same time, besides management changes, the management methods also include the organization of processing of processed products, export of agricultural products as finished products.

The scientists of Uzbekistan EA Akramov, BB Berkinov and AM Kadyrov have achieved great results in improving the efficiency of the agricultural sector management system.

In terms of liberalizing the economy, the structure of management methods will also change. In improving management methods, special attention should be paid to the improvement of each component. Management methods are divided into three categories: economic; administrative and socio-psychological learning is a demand for flour today.

Improvement of economic methods, first of all, ensuring freedom of business, inter-sectoral commerce, expansion of non-banking lending, further improvement of leasing system, increase of budget financing, attraction of grants from state and non-governmental organizations in the activities of entities, improvement of taxation and insurance systems. , Paying workers salaries at enterprises and organizations.

## Main part

Administrative methods of management should be improved considering the market conditions and requirements. It includes the activities of the enterprise, its organization and management; Adaptation of regulations to a new form of ownership and business management; volume of works and services, resource costs, taking into account changes; respect for democratic principles in the adoption of orders, decrees and orders; and the use of verbal instructions at meetings and meetings as an effective form of operational management.

It is necessary to pay attention to the socio-psychological styles of the present day. After all, the human factor, its enthusiasm and motivation are one of the main factors determining the efficiency of production. Social incentives and penalties for increasing productivity nowadays; Factors influencing human behavior, such as supporting creative activity and initiative, have a major impact.

That is why it is important to revise management functions to improve production management efficiency. This is because management functions play an important role in defining management objectives. A control function is a set of interrelated organizational effects of a subject that is focused on a particular aspect of the activity of the control object and contributes to its achievement.

Management functions have been investigated by many scientists in various ways. Currently, there is no uniform classification of production control functions. Some scholars say that functions can only be classified by stages of the management process, while other group scientists offer three types of functions in the network system. They are divided into organization, production and management, and the third group of scholars explain this by administrative, technical, industrial, economic, economic.

Based on the foregoing, we believe that it is advisable to divide agricultural management into three groups based on the results of our research; certain functions related to the area of production and economic activity; Functions by type and scope of management activities. At various stages in the development of control theory, a number of scholars have described it differently. A number of scholars have described management as a systematic, conscious, purposeful, planned effect on social work processes in accordance with objective and objective economic development laws through efficient use of material, technical, labor, financial and other resources.

A team of scholars led by academician GM Loza explained that management is "coordinating the activities of communities to ensure the efficient use of material, labor, land and other resources and achieve high production economic results."Based on the results of our research, we have studied the peculiarities of agricultural management in the context of liberalization. These are summarized in Table 1 below. According to him, the first of the peculiarities of governance is the priority of economic methods. Economic methods are most commonly used, such as business plans, business records, salaries, pricing, benefits, awards, financial incentives, credit, tax, and economic measures.

The increase in the number of independently functioning business entities is due to the development of private property with a reduction of the state share. At the same time there are small businesses. As a result, the importance of the coordination function of management increases.

The next control characteristic is the high level of liberalization and decentralization of the system. In the conditions of a market economy, there will be a process of liberalization and decentralization of governance, which will increase the role of self-government bodies and dramatically decrease the role of the state. This will lead to parallelism in management activities, reversal of management functions, barriers to unjustified control over the activities of enterprises, and openings for entrepreneurship and entrepreneurship.

The high level of democratization of the governance system will lead to an increase in the number of various associations, joint stock companies, cooperatives and unions. This will ensure that each entity participates in governance, ie the principle of "one member per vote" and "one share per vote". As a result of their joint management activities, interest and responsibility increase.

It will focus on ensuring high end-to-end production results for management. If the ultimate goal of a planned economy is to produce a planned product, the most profitable market conditions will be. It is also important to advertise and sell the product.

The impact of market laws and regulations on farm management will also be significant. The supply and demand; competition; pricing, etc., to a large extent, requires adjustments and additions to the business activities and management goals and objectives.

It is only natural that there is a high level of responsibility and responsibility for management decisions and their results. This is because, in the context of free competition, the responsibility and responsibility of management personnel for each decision is greater.

## Results

The rise of the demand for human resources and information as a result of increased demand for marketable management personnel and reliable information. It provides the collection, analysis and analysis of production volume, quality, price, channels and forms of its sale.

As we have already mentioned, the demand for personnel will be high. In the context of a planned economy, market-led skills (entrepreneurship, entrepreneurship, initiative) are often determined by the success of an enterprise if the manager is required to organize and manage production. This will help to effectively organize management.

Thus, in the context of the development of market relations, the agricultural management system is distinctive. That is why it is important to consider enterprises and organizations when determining the direction, goals and objectives of their activity, and therefore effective management system is one of the key factors determining the effectiveness of their activities.

### Conclusion

There are enough activities in this management function to increase its effectiveness. All of them have a positive impact on the human psyche and make it easier to manage. Particularly, the quality and unit of products produced in control, accounting and analysis are studied. On this basis, incentives are granted. It provides economic management along with the ease of organization of the work, resulting in product quality control. This, in turn, will improve human resources management and marketing, resulting in an increased supply chain.

In summary, we can say that it is the most efficient way to divide the management functions that we offer into three parts. As a result, increased management efficiency, increased material interest of people, improved production and product quality.

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