



Scientific Views On The Concept Of Management Efficiency

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ABSTRACT

Today, large-scale reforms in the socio-economic sphere in our country require the improvement of the management of any organization on the basis of new modern management concepts. Therefore, in the development of modern management in the economy, it is necessary to pay more attention to the organizational issues of improving the organizational, economic, social and legal relations necessary for the effective use of management potential, as well as improving the efficiency of management and developing a system of evaluation.

KEYWORDS

“Efficiency”, “manager”, “managerial staff management efficiency”, Explanatory Dictionary defines.

INTRODUCTION

The efficiency of the enterprise and its employees is a process that is directly related to the effectiveness of the management of managers and the results of their decisions. From this point of view, we considered it expedient to study the evolution of the formation of the content and theoretical basis of such concepts as “efficiency”, “manager”, “managerial staff management efficiency” and the views of scientists in the field.

The concept of “efficiency” has long been used in the scientific literature. The concept of “efficiency” is defined differently in dictionaries and literature.

In the Russian dictionary, the Explanatory Dictionary defines the concept of “efficiency” as follows: “In economics, the concept of efficiency is defined as the achievement of any specific result at the lowest possible cost or maximum amount of product produced from a certain amount of resources.”[1]

The concept of “efficiency” has been defined differently by scientists in terms of theoretical and practical views.

THE MAIN FINDINGS AND RESULTS

Peter Drucker, the founder of modern management, explains that efficiency in management is a personality trait: “Management is a specific type of professional activity, the outcome of which is directly related to a person's personal efficiency. Personal effectiveness is not an innate quality. But that quality can be achieved by developing and using your strengths.”[2]

In his textbook “The concept of Russian management” EM Korotkov distinguishes three groups of factors in defining the concept of efficiency: the use of resources, the time factor and the appropriateness of actions.[3.p. 896]

Academician TS Khachaturov, who developed a methodology for calculating the efficiency of social production, described “both social and economic efficiency - the ratio of economic or social efficiency to the cost of achieving it.” According to the American economist P. Heine, “efficiency is an inevitable category of evaluation. Efficiency is always related to the ratio of the result value to the cost value.”[4.p. 301]

I. Mahmudov and J. Karabaevs in their scientific work, the put forward the following views on the evaluation of the effectiveness of management: As a result of management competency assessment technology, managers at different levels of the organization become more aware of their professional and managerial skills. As a result, an active attitude towards the professional model is formed, and precise planning measures for professional and personal perfection are carried out. During the evaluation process, the manager can decide

on the level of development of his skills and abilities and design his professional future.” In their research, they explored the process of psychologically evaluating the performance of leaders.[5.p. 5]

Kazakh economists A. Kuandik and M. Jumabekova in their research entitled “Approach to the criteria for evaluating the effectiveness of management in the service sector” – “The urgency of developing criteria for evaluating the effectiveness of management in the service sector. and the need to increase efficiency. The need to assess the effectiveness of service management arises in its analysis and assessment of the overall cost-effectiveness of the company The main indicators of cost-effectiveness of management are: the number of management employees relative to the total number of employees; the share of management costs in the total volume of organizational costs; the total salary of the managers of the enterprise's general salary fund.”[6]

Evaluating the effectiveness of management activities is difficult mainly due to the specifics of management work, but the content and process of management activities depend directly on the requirements of the manager:

- competence - the leader must know what to do, how to do, in addition to strong and strong-willed qualities (determination, strength, flexibility);
- Decent and high responsibility in all matters - the leader should be an example of these qualities both to himself and to the team members who work with him;
- Ability to accept news and risks - the ability to constantly move forward, always looking for new opportunities and new challenges, to use them effectively;
- Sensitivity and mobility - means feeling new needs, time and process, respecting the opinions of others, striving for self-improvement and readiness for change;

- High business acumen, striving to always be the best and do all the work perfectly, etc.[7]

CONCLUSION

One of the main conditions for the development of any organization today is, of course, the process of effective work of management staff. The intensive growth of the modern economy, changes in the composition of various types of labor activities and the emergence of new professions have further increased the importance of improving the performance of management and its evaluation.

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