



APPLICATION OF A PROGRAM-TARGET APPROACH AND MODERN MANAGEMENT TECHNOLOGIES IN IMPROVING THE PERSONNEL MANAGEMENT SYSTEM

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ABOUT ARTICLE

Key words: increasing labor efficiency, railway transport activities, sustainable development, management

Received: 28.06.24

Accepted: 30.06.24

Published: 02.07.24

Abstract: The first step, and also an important part of improving the efficiency of railway workers, is to offer interesting solutions to the problem and attract the attention of employees. This is very important for collecting ideas about employees' active participation in work activities and the development of their experience. It is also important to enrich the content of the topic with small elements, for example, encouraging discussion among employees, holding debates on the topic, providing opportunities for comparison between the employee and other employees. This method can be very effective in attracting employees' attention and increasing their interest in the topic.

XODIMLARNI BOSHQARISH TIZIMINI TAKOMILLASHTIRISHDA DASTURIY-MAQSADLI YONDASHUV VA ZAMONAVIY BOSHQARUV TEXNOLOGIYALARINI QO'LLASH

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MAQOLA HAQIDA

Kalit so'zlar: ish samaradorligini oshirish, temir yo'l transporti faoliyati, barqaror rivojlanish, boshqaruv.

Annotatsiya: Temir yo'l transporti hodimlarining mehnat samaradorligini oshirishning birinchi qadami, shuningdek, muhim qismi, muammo yuzasidan qiziqarli yechimlarni berish va hodimlarning e'tiborini tortishdir. Bu, hodimlarning mehnat

faoliyatida faol qatnashishga va o'z tajribalarini rivojlantirishga oid fikrlarni to'plashda juda muhimdir. Shuningdek, mavzu mazmunini kichik elementlar bilan boyitish, masalan, hodimlarning bahs-mulohazalarini rag'batlantirish, mavzu bo'yicha debatlar o'tkazish va xodimni boshqa xodimlar bilan taqqoslash imkoniyatlarini taqdim etish ham muhimdir. Bu usul, hodimlarning e'tiborini tortish va ularni mavzuga qiziqishini oshirishda o'ta samarali bo'lishi mumkin.

ПРИМЕНЕНИЕ ПРОГРАММНО-ЦЕЛЕВОГО ПОДХОДА И СОВРЕМЕННЫХ ТЕХНОЛОГИЙ УПРАВЛЕНИЯ ПРИ СОВЕРШЕНСТВОВАНИИ СИСТЕМЫ УПРАВЛЕНИЯ ПЕРСОНАЛОМ

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О СТАТЬЕ

Ключевые слова: повышение эффективности труда, деятельность железнодорожного транспорта, устойчивое развитие, менеджмент.

Аннотация: Первым шагом, а также важной частью повышения эффективности работы железнодорожников является предложение интересных решений проблемы и привлечение внимания сотрудников. Это очень важно для сбора представлений об активном участии сотрудников в трудовой деятельности и развитии их опыта. Также важно обогащать содержание темы небольшими элементами, например, поощрять обсуждение сотрудниками, проводить дебаты по теме, предоставлять возможности для сравнения сотрудника с другими сотрудниками. Этот метод может оказаться очень эффективным для привлечения внимания сотрудников и повышения их интереса к теме.

INTRODUCTION

In modern conditions, economic systems of various levels are actively improving the process of planning current production and financial activities, establishing a strategy and program for expanding production based on market demand, as well as obtaining high profits, solving operational and technical planning problems. The dissertation states that a program approach to enterprise management is important, it allows you to ensure that the plan is focused on achieving final results in a short period of time, timely identification of problems of socio-economic development, and setting strategic goals and objectives. and their effective solution.

THE MAIN RESULTS AND FINDINGS

Sustainable economic growth is a necessary condition for the economic and social development of any system. On the other hand, sustainable business development is one of the factors in achieving high economic results.

The essence of the concept of process planning comes from the basic economic concepts of organizational management: process management, cost management, stability and sustainable development, cost budgeting, control and situational planning. [1]

The main reason for using process management in an organization is related to the ability to see and control everything that happens in the enterprise, to identify and eliminate production problems and business difficulties. At the same time, the process approach allows you to quickly respond to changes in external conditions and consumer needs. [2]

The technological approach is of great importance for the efficiency of the enterprise, in which input and output processes are control points for correcting the quality of processes, resources are converted into finished products, the technological approach is used to achieve business goals in the field of product quality, and is also the main methodology for the development and operation of the management system quality of enterprises. [3]

When developing approaches to the formation of management decisions taking into account the enterprise as an integral system, it is necessary to take into account modern trends and problems, for example:

1. Strengthen the interaction of vertical and horizontal networks of enterprise managers. This process allows us to solve important problems of coordinating the interests of economic and social development of the enterprise and the country.

2. The full cycle of enterprise management, including preparation, coordination, adoption, communication to managers and control of the implementation of management decisions, is carried out more efficiently through the implementation of programs at the enterprise.

Sometimes it is difficult to determine the direct connection between the results of program activities and the general indicators of enterprise development (gross enterprise product, level of income, sales, etc.).[4]

The patterns of connection and interaction of management decisions at the macro, meso and micro levels have not been fully studied.

The program considers establishing the order, steps and mechanism for managing the process of consistently achieving goals. [5,6]

Software-oriented management can be used at all stages of enterprise management.

The software-oriented approach can be intelligently used for other purposes:

- implementation of a specific program related to the targeted distribution of resources;

- making changes to the strategic development plans of the enterprise;
- improvement of the enterprise economic management system.

The practical value of the program-target approach in enterprise management helps to identify the main problems of socio-economic development, set strategic tasks and goals and solve them in a limited period of time. [7]

It is necessary to formulate a set of program activities, calculate the costs and time for implementing the program, draw up a schedule of activities, clarify the roles of the performers and their relationships.

The main content of the production program consists of information about the state of production volumes, the quantity of products produced and the conditions for supplying products to end consumers. This information serves as the basis for construction plans: material resources, personnel, finances, modernization plan, implementation plan, etc.

Resource support is the main tool of program management, ensuring its functioning, modernization of the material and technical base of the organizational system, effective work of employees, development of intellectual capital, and introduction of innovations. At the same time, the organizational system is provided with a limited number of integrated resources, which are distributed between the stages of operation and development of the system components.

The organization of a program-targeted management process at an enterprise is ineffective without the creation of special program-target structures.[8]

CONCLUSION

Thus, a program-targeted approach to enterprise management is important at the stage of planning the enterprise's production program; it is necessary to ensure that the plan is focused on achieving final results, and to immediately identify problems in the social sphere. -economic development and problem solving, allows you to identify tasks. Cost planning of the production program is directly related to the physical planning of the production program with financial calculations.

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