

COMMUNICATION PROCESSES UNDER THE MANAGEMENT OF THE ORGANIZATION HR

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Abstract:

The Enterprise and organization use various resources to realize the goals set before them. They are traditionally divided into three main groups: natural or natural resources, consisting of material resources (capital) and Human Resources, which can also be called factors of production. The term Personal combines the components of the Labor team of the enterprise. Personnel include all employees who perform production or management operations and are engaged in processing using labor objects, labor tools.

Keywords: *personnel, servants, personal, management, resources, manpower, personnel, effective management.*

The concepts of personnel, servants, personal mean the same. "Human Resource Management" consists in the fact that people are the competitive wealth of an enterprise, which must be located, developed, substantiated along with other resources. The purpose of this is to effectively achieve the strategic goals of the enterprise. Human resources are the basis of any successful business.

Managing the workforce effectively can be a daunting task, especially as organizations are becoming more complex and diverse.

Human resource management functions refer to:

- ✓ A person who has the main responsibility for Human Resources.
- ✓ Determination of employee requirements.
- ✓ Problem analysis: is it worth using the services of independent contractors or should they hire their own workers?
- ✓ Selection and training of personnel.
- ✓ The best staff providing competitive advantage for the organization.
- ✓ Personal brand and organization brand carrier BEST employees.
- ✓ Adapted activities for the payment of employee benefits.

- ✓ Training all employees in norms and personnel policies.

Creating and maintaining HRM policies in the organization. The entire history of mankind is full of examples of a sharp struggle between two incredibly large economic forces – hired labor and labor recruiters. This struggle led to great sadness and damage. Disaster and, even, wars are nothing in front of it, because they last for several years. The struggle between them, on the other hand, dates back to the appearance of the first slave, and continues to this day, pushing back the economic development of mankind. Only in the 20th century began to see signs of a new society (social market economy), and then this struggle could finally end. The Human Resource Management Complex is the management effect on the organization and conditions of employee labor in various ways, the formation of skills that ensure the maximum use of the Labor potential of employees in the interests of the enterprise. Personnel Management is a purposeful influence on the human component of an organization, aimed at establishing compliance between the goals of the organization and the capabilities of employees. Personnel Management is based on a generalized idea of the role of a person in an organization. One of the elements of managerial activity is Personnel Management, which determines the position of the individual in the organization. The very concept of "management" is ambiguous. This can be interpreted in terms of Personnel Management, Management through human resources or simply a person. At first glance, it may seem that there is no difference between terms, but for management theory, these concepts are fundamentally different. Personnel Management is an activity aimed at a certain set of rules and methods of influencing the labor process of employees in order to develop the skills necessary to maximize the Labor potential of employees. The main strategic functions of Human Resource Management are balancing enterprise and business strategies; reengineering of organizational processes; interaction with employees of the organization, change management. The HR manager is responsible for organizational leadership and management culture monitoring. HR ensures compliance with employment and labor laws, which may differ in space. Human Resource Management has four tactical functions:

1. Staffing.
2. Training and development of personnel.
3. Motivation management.
4. Technical services.

Staffing includes selecting and hiring potential employees through interviews, applications, networks, etc. Training and development is the next step in the process of continuous development of qualified personnel. Motivation is the key to ensuring high employee productivity. This function may include employee benefits, activity assessments, and rewards. The final function - service - involves maintaining their loyalty and commitment to the organization. HRM allows human resources professionals to train new employees in an effective manner. Emerging as a technology, HRM is now a scientific field and requires the use of ontological descriptions. Human resources are qualified professionals who work in the organization. Human Resource Management is actually Personnel Management, focusing on workers who are assets of the enterprise. In this regard, such employees are sometimes called human capital. Analysis shows that when the mechanisms for the formation of general and private human potential are sufficiently developed, the level of human capital and resources increases, the competitiveness of the organization increases. In management theories, there are different approaches to the classification of personal, depending on the profession and career of the employee, the level of management, the categories of the employee. Depending on their participation in the production process, personal is divided into two main parts: workers and servants. There are two main approaches to solving personal problems in a foreign experience. The first approach focuses attention on the fact that Human Resource Management covers strategic aspects of solving this problem, including issues of social development, while personal management

concerns operational work with more personnel. Human Resource Management focuses primarily on issues of state regulation of relations in the field of Labor and employment, while personal management focuses on enterprise-level Labor Relations. As the enterprise and organization have resources, it tries to make good use of them to achieve organizational goals, remanufacturing Cotton, preparing details in the stations, training bus drivers and sending them to the road. In order for this process to be effective, it is necessary that the enterprise provides the optimal ratio of the resources used (in terms of their quantity, method, place, time, duration of mutual action) or, in other words, manage resources. A house can be built by one person for three years, a brigade of ten people – from bricks for four months, a brigade of three people from reinforced concrete blocks can be built in a month using a lifting crane, this work depends on the goals and funds that the future owner of the House has. Resource management is based on organization management. In addition to managing material and Natural Resources, Human management is a component of the management of any enterprise and organization. However, according to its definitions, people are seriously different from any resources used by organizations, consequently, requiring separate methods of management. In large organizations, the responsibility of general leadership of labor resources is assigned to qualified personnel of the personnel department, which is usually part of the staff services. In order for these professionals to help implement the goals of the organization, it is necessary that they know not only their areas, but also the needs of the leaders of the lower branch. At the same time, these leaders cannot generally use the services of personnel specialists if they do not understand the features of labor resource management, its mechanism, capabilities and shortcomings. Therefore, it is important that all leaders know and understand the methods and techniques of human management.

In management practice, based on the results of Labor, the following methods of motivation are used to strengthen the employee's labor activity:

- ✓ Material assistance, rest, wellness, travel;
- ✓ Alerts, order calls;
- ✓ Feeling proud of the interests of the organization;
- ✓ Strengthening motivation by being a role model;
- ✓ Recognition of the results of the activities of the organization;
- ✓ In place and fair incentive;
- ✓ For being able to achieve achievements in cooperation and harmony;
- ✓ Tirelessly achieve an increase in the knowledge and skills of employees;

Especially noteworthy is the fact that in management, each leader communicates with the team, knows the specifics of employees and uses it efficiently, efficiently in management activities. no matter what community each administrator of organizations in the field of culture and the Arts leads, the first priority is to create harmony and harmony in that organization, to create harmony and solidarity:

- evokes a mood of hard work and dedication in the team;
- create conditions for employees to work diligently in the processes of activity;
- fair decision making of any conclusion;
- it is necessary for all members of the organization to look with the same eye, to observe social justice. These important features serve as an important factor for the manager on the way for the team to operate out of one collar. Any activity of a leader is associated with overcoming certain internal and external conflicts, the reason is the very essence of the art of compromising with a

person, as long as the dissatisfaction or problems of employees in one form or another per day are out of the question.

Among the professionally important qualities of a leader are: Principality, political maturity, organization, elegance, observability, fairness, culture of acceptance of criticism, a sense of care for his employees, the ability to convince others, etc. Professional-pedagogical skills and, along with personal qualities in the activities of the leader. abilities are also important. His skills include: cognition, design, communicative speech, and organization. The modern leader today cannot be a social psychologist. The leader, whether in international negotiations or in the management of his team, must be able to create a positive impression of himself in the object of communication and learn through it the skill of influencing others. Any management situation acquires intellectual content, the management of a problem that has arisen requires the appropriate use of available resources, the influence of human consciousness, thinking and behavior. As a control system, it consists of two systemosti (tagtizim), which are: Controller and controllable. They each have a separate classification. They have their own hierarchy, with internal and external facades. In order to achieve efficiency in management, it is advisable to use modeling and forecasting. Their use only serves to improve the management techniques that have been used for years without ensuring efficiency. Management culture is the perception of goals and values that are relevant to management. This vision reflects the specifics of the organization and its attitude to processes in reality. From the sentence: a culture of cooperation in management - friendly relations prevail, and the organization resembles a large family, for this reason, leaders are perceived as educators and even compared with parents. Mutual loyalty and loyalty to tradition catches the organization without chips together in any situation. Great attention is paid to mutual ripeness and achility, to the moral environment. Respect and attention to the team is perceived as a criterion for success.

Focusing also on bureaucratic culture in management, it is possible to understand a highly formalized organization. It manages the discipline of order of Personnel activities in management. The leader is a rational-minded organizer. In management, the main thing is to ensure the smooth functioning of the organization, special attention is paid to ensuring constancy, stability. Entrepreneurial culture is most important in management. Creative intelligentsia in the activities of the field of culture and art, specialists in the field are entrusted, the order of requirements includes industry information, creativity and workability, unconditional adherence to certain rules (regulations). The fact that rules and criteria are developed by the management, which are formally and unofficially introduced in the leadership of the organization towards the goal, and that everyone applies equally to it, also determines the culture of the leader and the community in a certain way.

The organization's activities within the framework of public policy, the relationship with high-standing bodies, the unconditional adherence to the criteria of etiquette in achieving the goals of the organization, the self-government of the employee, respect, represent the internal culture of both the leader and the employee. In the activities of the field of culture and art, there is a lot of predictability of anticipating the purpose of the organization, changing the scale of the goals should be seen, abandoning certain factors. For example, various opinions on the topic, Time, content of cultural events may arise, and in turn, these opinions may have to change the process, consider it again in the path of the organization's goal. The management process will be an important step in the implementation of the intended goal using the scope of work, the potential of the management apparatus, the necessary database reserves. The qualitative aspects of management also depend on the effectiveness of management.

Ensuring stable high productivity applies to all management tasks and connecting process communications, ensuring leadership. The issue of the organization of management and the correct Organization of Management in increasing labor productivity is important. The process of Organization of management labor is a unifying basis for the achievement of resources, various means of Information Communication, people to the set goal. The optimal use of resources as a

result of the effective organization of management (i.e., the accuracy of organizational processes) reduces the decrease in labor productivity as a result of misunderstanding in the distribution of executive obligations, puts an end to the violation of the interaction of organizational departments. Properly established organizational processes allow increased labor productivity, employees to be interested in labor productivity. The organizational structure of management determines the interaction between management and employees of all levels. Productivity will be higher than expected if the organization reduces the number of managers working in the name, which does not adversely affect its activities. The structure of the organization can affect productivity even in a less obvious way. For example, sometimes specialists and scientists who know the eye of the work react negatively to a strictly assigned task from above. In doing so, they are not satisfied with the result of their labor, which is why they will not be able to cope with their labor. Organizations in the field of culture and art that require a creative approach will have wider opportunities in a competitive struggle, the reason for which is that their work consists of examples of creativity. At the same time, the use of modern technologies in its place - serves to dramatically increase the organization's income and increase productivity. Known from experience, to properly organize labor, small organizations sometimes function more efficiently than large organizations. It is known from experience that in order for an organization to work effectively, the performance of a task must be assigned to a specific person or unit and given appropriate powers. It is known that human capital and labor productivity are one of the main reasons that the human factor, human intelligence provide labor productivity and economic efficiency. Management work to well-established organizations take into account the human factor, pay attention to the interests and interests of employees (eliminate intimidation with dismissal, involve employees in independent decision-making, pay special attention to issues of step-up in the service, direct each employee's plea to a monand profession, striving to ensure its well-being) creates an extremely working atmosphere in the organization, and the success of work in this organization will also be more than necessary. A person strives for innovation, progress all the time. He tries to prove his work, his potential, what he is capable of. The incentive or attention in labor activity only applies it, supports it. A modern worker-employee has more knowledge than his predecessors, it is a natural state that he seeks to actively participate in the activities of the organization. Authoritarian leadership of such an employee does not work. Incentives-executive employees who consider the basis of labor productivity are well aware that the organization is moving towards a distant perspective, it should be remembered that attention and recognition have always been a guarantee of success, especially in the field of culture and art. It is no secret that labor productivity is negatively affected by a mental blow (disagreement between individuals or groups, the origin of conflicts). The effectiveness of the management of an organization is determined by the final results of its activities, the effectiveness of management is that – the understanding of the effectiveness of the management process. The following factors ensure efficiency in management: - if a person always controls his way of thinking and pays special attention to important issues to be considered, keeps attention not to think about all kinds of inappropriate things in vain; - keeping things out of error, making detailed lists, placing problems according to their importance, strictly adhering to the plan of necessary and important works; - - to advance the thoughts that he believes most in the discussions and to acknowledge his reasoning; of course, to advance his own independent thought and Idea in any activity is the most important victory for a person.

It is known that the peculiarities of foreign models of management – Japanese, German, Chinese, Swedish models – American author Frederick Taylor and French scientist Henri Fayol – will teach both management theories, laws-principles-methods, their importance, Parkinson's rules, both information communication technologies in management and the peculiarities of distance education in today's educational reforms a lesson to future leaders of culture and art. Decision-making, motivation, labor productivity in management are also studied as the main criteria for activity,

analysis is applied. The requirements of our President Shavkat Mirziyoyev for cultural workers require high knowledge, a broad worldview, awareness of foreign literature from today's leaders.

The Human Resource Management System includes the following steps:

1. Resource planning: developing a plan to meet future human resource needs.
2. Personal accumulation: establishment of a reserve of potential candidates for all positions.
3. Selection: evaluation of job candidates and selection of the best from the Reserve.
4. Determination of wages and benefits: development of a structure of wages and benefits with the aim of attracting, hiring and maintaining servants.
5. Professional orientation and adaptation: to introduce referred workers to the organization and its units, to generate an understanding in the worker of what is expected of him, and to explain what kind of Labor is well evaluated.
6. Training: develop programs to teach the necessary labor skills to get the job done efficiently. Human beings are the competitive wealth of the enterprise, the purpose of their placement is to achieve the strategic goals of the enterprise. From personal management to human resource management, it can be imagined that the reasons that lie in the light of the structural restructuring of the future, the increase in the human role at all stages of management will have its impact. To evaluate the evolution of Human Resources Management and the future directions in its development, it is useful to familiarize yourself with the opinions of Japanese and American specialists who manage large corporations.

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