



 Research Article

HISTORY OF FORMATION OF MANAGEMENT AND DIRECTION OF MANAGEMENT TO THE FUTURE

Journal Website:
<http://sciencebring.com/index.php/ijasr>

Copyright: Original content from this work may be used under the terms of the creative commons attributes 4.0 licence.

Submission Date: April 20, 2023, **Accepted Date:** April 25, 2023,

Published Date: April 30, 2023

Crossref doi: <https://doi.org/10.37547/ijasr-03-04-15>

Murotjonova Mubina Dilshod Qizi

Jizzakh Branch Of The National University Of Uzbekistan Named After Mirzo Ulugbek, Faculty Of "Psychology", 5230100 - Economy (By Industries And Sectors), 3rd Stage Student Of Group 140-20, Uzbekistan

ABSTRACT

Any type of human activity is built on the basis of management, because in order to achieve the intended goal of the implementation of this activity, to distribute the tasks to be performed, to control their execution, as well as to protect the interests of the participants in this activity and to achieve efficiency, the measures of promotion are organized in the management process is done and coordinated. This article talks about the history of management, the formation of management as a science, its central problems, as well as the importance of management at the current stage of development, the role of management in future periods, models and types of management.

KEYWORDS

History of management, scientific principle, general goals, management approach, stage of development, management methods, management models, physical model, analog model, mathematical model, management theory, queue theory.

INTRODUCTION

Information on the history of management confirms that the concept of the possibility of using scientific principles to increase the productivity of the organization appeared in the

early stages of management as a science. The systematic application of the scientific method to management problems was the basis of scientific management. But the history of the origin of the

management school of thought refers to recent times.

Management science appeared in England during the Second World War when a group of scientists was tasked with solving complex military problems such as the optimal placement of civil defense and firing positions, the depth of detonation of anti-ship bombs, and the optimization of transport convoy convoys. In the 1950s and 1960s, the methodology was updated and turned into a series of unique methods that were widely used in industry to solve problems and make decisions in various situations. Today, the models and methods of management science are used to solve the following issues: managing traffic flows in cities and optimizing traffic schedules at airports, creating work schedules for auditoriums in universities, managing inventory in supermarkets and department stores, producing new types of products, and allocating costs for advertising various products. , planning material supply, allocating equipment and labor resources for the production of various products in the factory, scheduling major league baseball games for the season, etc.

The central problem of management science is “to provide the leaders of the organization with a scientific basis for solving problems related to the interrelationship of the organizational components for the benefit of the organization as a whole process”. This is important for all organizations, but applying this principle in large organizations can be difficult due to the high level of specialization. According to Churchman, Akoff and Arnoff: “In the organization, each functional

unit (department, department or sector) has to perform a part of the general work”. Each of these parts is necessary to achieve the overall goals of the organization. However, the result of this division of labor is that each functional unit develops its own goals. For example, the production department is usually concerned with reducing production costs and increasing production volume. The marketing department tries to minimize costs per unit of sales and maximize that volume. The finance department tries to optimize the organization's investment policy. The HR department makes every effort to recruit and retain good employees at low cost. These goals do not always agree with each other in essence, and often contradict each other.

Decision-making modeling and fit-for-purpose professionals attempt to evaluate the trade-offs associated with differing objectives and identify alternative decisions that balance competing objectives. Understanding the approach from the perspective of management science will help you effectively deal with office professionals and work with them to clearly articulate effective solutions to organizational problems.

At the current stage of development, it is possible to observe the rapid development of views on management. In order to solve the important issue of what is the management at this stage of development, which directions, principles and methods should be used as a basis for effectively organizing the activities of enterprises, the essence of his theory in the period close to the history of economic development, the direction of

organization and methods should be studied closely.

In this regard, the world-renowned American engineer F.U. Taylor (1856-1915) made a great contribution. He made a great contribution to the development of management theory. This was mainly motivated by the socio-political situation in the USA at the beginning of the 20th century. For the USA, this period was characterized by rapid industrial development, and the railway network turned the country into a large labor market that needed effective management. First of all, the enterprises where entrepreneurs paid a lot of attention to the management methods became very developed. Until this time, entrepreneurs were not taught the secrets of management. But the previous experiences have given positive results.

The most important and noteworthy for the practice of our country - during this period, the art of management developed on the basis of

experiences, and management training was carried out only due to personal mistakes and discoveries of entrepreneurs. All the economic and social situation that has arisen created the basis for the emergence of management as a science.

The modern science of management began in 1911 with the publication of the book "Principles of Scientific Management" by F. U. Taylor. F.U. Taylor proposed the "Scientific management" system, which is described as follows: "Instead of traditional knowledge - science; instead of contradictions - harmony; instead of individual work - cooperation; instead of productivity limitation - maximum productivity; that each individual worker achieve the maximum productivity and the highest level of well-being". F. U. Taylor was the first to state that the following 4 criteria must be met for effective organization of management in any voluntary enterprise scientifically justified its necessity (Table 1).

Scientific aspects of effective organization of management in the enterprise

Nº	Criterion	Essence
1.	Scientific basis	Creating a scientific foundation that replaces the old traditional methods of work, scientific research of each of its elements.
2.	Choose	Selection of workers based on scientifically based criteria, training and studies.
3.	Cooperation	Cooperation between the administration and workers in the implementation of the system of scientific works developed on labor organization.



4.	Responsibility	Equal division of labor and responsibility between administration and workers.
----	----------------	--

Just as it is impossible to directly experience, it is impossible to observe a phenomenon that does not exist and will never happen. But many leaders strive to see only the real and the concrete, and as a result, a phenomenon that does not exist and will never happen has to return to something that can be seen.

Models and modeling are of great importance in the future orientation of management science. The models of management science are highly adapted to these goals and, as a powerful analytical tool, allow solving many problems related to decision-making in complex situations.

Types of models. Before considering the models widely used by modern organizations and the tasks to be solved with them, it is necessary to briefly describe three types of models. We are talking about physical, analog and mathematical models.

Physical model. A physical model represents an object or system that can be studied using a scaled-up or scaled-down description. K. Shannon says: "The peculiarity of the physical (sometimes called "portrait") model is that it looks like the whole being modeled in a certain sense". Examples of physical models are a copy of a factory drawing, an actual scaled-down model of it, a designer's scaled-down drawing. Such a physical model simplifies visual perception and

helps to determine whether a particular piece of equipment can be physically located in the space allocated for it, and to solve related problems, for example, the location of doors that accelerate the movement of people and materials. Automotive and aviation companies are always building scaled-down physical replicas of new vehicles to test certain characteristics, such as aerodynamic drag.

Analog model. The essence of the analogical model is that it represents the studied object as an analogue, the studied object behaves like a real object, but in fact it is another object. Graphs that depict the relationship between production volume and costs are actually analog models.

Mathematical model. The most widely used of these are mathematical models. The mathematical model itself is divided into several types. Also, the mathematical model contains symbolic terms used to describe the properties or characteristics of an object or event. An example of a mathematical model is Einstein's formula $E = MC$.

The process of creating a model. Building a model is a process, just like a management process. The main steps of the process are problem statement, model creation, reliability check, model application and update.

Problem setting. The first and most important step in building a model is problem formulation. Correct formulation of the problem is more important than its solution. In order to accept the problem or find an acceptable solution, it is necessary to know what its essence is.

Create a model. After correctly formulating the problem, the next step in the process is to create a model. The developer of the model should determine the main purpose of the model, which should take into account what normative standards or information should be obtained using the model. In addition to defining key objectives, a management scientist must determine what information is needed to create a model that meets these objectives and provides the desired information. Other factors to consider when building a model include costs and human reactions.

Models that include more factors than all tasks cannot be the basis for the organization to achieve its goals. This is one of the properties of mathematics. Overly complex structured models can be perceived as a threat by end users and rejected by them. Thus, to create an effective model, management science leaders and experts must work together, which means meeting the needs of each party.

Checking the reliability of the model. After creating the model, its reliability should be checked. One aspect of the investigation is to determine whether the model fits real life, the real world. The second aspect of checking the model is to determine the degree to which the

information obtained with its help is useful for management. A good way to test a model is to test it against a past situation.

Use the model. After the reliability check, the model is ready for use. No model of “management theory” can be considered successful until it is sufficiently understood and applied in practice.

Update the model. Even if the model is successful, it will definitely need to be updated. Accuracy of model results or additional information may be required. If the goals of the organization change in a way that affects the decision criteria, the model needs to be modified accordingly. This step is the model update step.

General problems of modeling. Management theory models can be flawed. The effectiveness of the model can be reduced by the influence of a number of potential errors: unreliable initial assumptions, limited access to the necessary data, fear of the user, weak use in practice, excessively high cost.

Unreliable preliminary data. Any model relies on some initial data or conditions. These can be evaluable and non-evaluable conditions that cannot be objectively verified. Since the initial conditions are the basis of the model, its accuracy depends on the accuracy of the initial conditions. In addition to the assumptions about the components of the model, the leader forms the initial conditions about the internal relations. The accuracy of the model also depends on the accuracy of these relationships.

Information Limitations. The main reason for the unreliability of the initial conditions and other problems is the availability of limited opportunities for obtaining the necessary information that affects the construction of models and their use. Sometimes important aspects can be overlooked when building a model because they don't always fit the scale. Building a model is very difficult in the face of uncertainty.

Fear of users. If the model is not used, the model cannot be considered effective. The main reason for not using the model is that the managers who use it do not fully understand the results obtained with the help of the model and therefore are afraid to use it.

Weak use in practice. It should be noted that the level of modeling methods within the framework of management theory is higher than the level of using models. One of the reasons for this situation is fear. Other reasons are lack of knowledge and inability to quickly adapt to change.

Excessive cost. The advantages of using the model are that it should more than justify its cost.

Review of management models. The number of specific models of management is also very important for solving the problems for which they are developed.

Theory of games. One of the most important parameters that depends on the success of the organization is competitiveness. Game theory is a modeling method for assessing the impact of a decision on competitors. Game theory was originally developed by the military, which uses

this theory to consider all possible actions of the enemy in strategy.

In business, game models are used to predict competitors' price changes, new companies that support sales, offer additional services, increase production and development of new products. Game theory is not used as often as other models. Nevertheless, game theory is useful when it is necessary to determine the most important and calculable factors in decision-making in competitive conditions.

A queuing theory model or optimal service model is used to determine the optimal number of service channels to meet demand. The queuing theory model provides managers with a tool to determine the optimal number of service channels needed to balance cost in very small and large situations. The inventory control model is used to determine the time of ordering and their quantity, as well as the mass of finished goods in warehouses. Any organization must maintain a certain level of inventory to avoid delays in production and sales. The purpose of this model is to minimize the negative consequences of accumulating reserves expressed in certain costs.

These costs are threefold: order placement, storage, and out-of-stock costs. Maintaining a high level of stock prevents losses due to shortages. Purchasing large quantities of materials needed to create inventory reduces the cost of placing orders. However, this potential profit is associated with the additional costs of storage, overhead, interest payments, insurance costs, damage, theft and additional taxes. In

In addition, management must consider the possibility of tying up working capital with excess reserves, which prevents capital from investing in income-producing stocks, bonds or bank deposits.

A queuing theory model or optimal service model is used to determine the optimal number of service channels to meet demand. The queuing theory model provides a guidance tool for determining the optimal number of service channels required to balance costs in both very small and large-volume situations.

A linear programming model is used to determine the optimal way to allocate rare resources when there are competing needs. This model is usually used by HR professionals to solve production problems. Simulation modeling refers to the process of creating a model and its extreme application to determine changes in the real state. Simulation models are used in very complex situations, such as the programming of mathematical methods. This is due to too many parameters, problems of mathematical analysis or high level of uncertainty.

Economic analysis is the most common method - one of the forms of creating a model. It includes almost all methods of estimating costs and economic income, as well as the relative profitability of enterprise activity. Typically, an “economic” model is based on a break-even, decision-making analysis, determining the point at which total revenue equals total costs, at which the enterprise becomes profitable.

REFERENCES

1. Yoldoshev N.Q., Mirsaidova Sh.A., Goldman Y.D. “Innovative management”. Textbook. - T.; 2011.
2. Ishmukhamedov A.E., and others. Basics of market economy and business: Textbook - T.: TDIU, 2004. -160 p.
3. Ishmukhamedov A.E., Askarova M.T. National economy of Uzbekistan: Study guide. - T.: Writers’ Union of Uzbekistan Literary Fund publishing house, 2004. – 256 p.
4. Makhmudov E.H. Enterprise economy. -T: Union of Writers of Uzbekistan. Literary Fund, 2004.