**Mechanisms of Effective Organization of Managers 'Activities in a Market Economy (CK LLC "New Life Insurance")**

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**ABSTRACT**: The content of the article focuses on the theoretical and practical developments in the organization of systematic programs that make the activities of executives more effective, which is a key factor in today's rapid development. Considerations are given to eliminate them on the basis of foreign experience by studying the factors that negatively affect the effective work of managers and employees of the organization they supervise. In particular, we can point to the actions taken in our country in recent years, the decisions taken as evidence of the attention paid to this area.

Within the regions, the appointment of managers in the effective use of their internal capacity, the development of practical conditions for the development of the necessary conditions for the systematic introduction of the process of training mature personnel and the involvement of modern technologies as followers. These efforts will lead to economic growth of the country, we will be able to increase the gross regional product through the efficient use of labor resources of each region.

**KEYWORDS**: rapid development, executives, system programs, foreign experience, feedback, mature potential staff, economic growth, labor resources, gross regional product.

**INTRODUCTION**

After the independence of our country, as in other spheres of government, there have been some changes and radical innovations in the field of governance. The development of the country can be achieved through the organization of management processes on the basis of a new approach, taking into account that in August 1997 the program "National Training" was adopted.[[1]](#footnote-2)This program is closely related to the Law "On Education" and was a set of practical work to become a highly qualified and competitive specialist, manager in a market economy environment, based on the study of important knowledge and skills of personnel in the emerging field.

Improving the efficiency of the public administration system, developing the private sector and supporting entrepreneurship.

Reforming the civil service system by optimizing the economic activity of the state and developing public-private partnerships, reducing the role of the state in the economy will be important for the economy of Uzbekistan during the implementation of this priority.

Special attention will be paid to reducing government regulation, attracting the private sector to the infrastructure sector, as well as reducing the role of local government.[[2]](#footnote-3)

As a proof of this we can cite the Decree of the President of the Republic of Uzbekistan Sh.M.Mirziyoev dated July 5, 2017 No PF-5106 "On state youth policy" as a basis for the opportunities provided to young people.[[3]](#footnote-4)This law has clearly shown the role of youth in the life of the state and society. It is an important program for young people to take an active part in public administration and public life, to become competitive professionals based on modern requirements. At the same time, every year on June 30, the Republic of Uzbekistan celebrates Youth Day.

**The main part:** If the management system is simple and understandable to the population, they know which organization to turn to based on their problems and in what order it should be implemented. This in turn prevents wasted time along with various misunderstandings.

Problems related to social protection can be overcome through the proper organization of the management structure. In the context of modernization of the economy, the country is consistently implementing reforms aimed at ensuring the integrity of the public administration structure. In this regard, it is worth quoting the following statement of President Sh.M.Mirziyoyev: Ensuring is our top priority. ”

From the basic functions of management again arises the following special function:[[4]](#footnote-5)

|  |  |
| --- | --- |
| Planning function: | An idea of what the outcome will be, the steps and methods to achieve it.The basic principle is the coordination of the governing and the governing entities. |
| Control function: | Maintain information about the activities of the organization, the funds and resources that support its activities, have information about the effectiveness of management. The basis of control is the calculation and comparison of real activities in the control process with the plan. |
| Political and legal function: | Supervises and ensures that the employees of the organization operate within the framework of the laws and rights adopted in the society. |
| Social function: | Social phenomena (differences in different occupations and their pay, social inequality between people, the presence of employees in need of social protection. |
| Incentive function: | Enforcement efforts consist of ensuring that they pass in moderation and include means of material and moral encouragement. |

Leaders are mainly distinguished by the following characteristics:

* Leadership: that is, the ability to follow employees, make decisions quickly and accurately;
* dependence on the external environment: competition, laws and government, the state of the economy, public organizations, the value system in society, the results of scientific and technological progress have a direct impact on the activities of employees in the organization;
* The need for governance: There is a need for organizations to coordinate interrelated issues in order to achieve their goals.

**Research Methodology:** "Critical analysis, strict discipline and personal responsibility should remain the daily rule of every leader, whether he is the Prime Minister or his deputies, a member of the government or a regional governor."[[5]](#footnote-6)

The task of the heads of public administration bodies is to ensure the responsible implementation of the tasks assigned to us on the basis of a critical assessment of the state of affairs in the field and sector for which we are responsible.[[6]](#footnote-7)

Executives cover the areas of management - industry, agriculture, construction, transport and non-manufacturing - public education, banking, medicine, culture. The upper and lower echelons of the economy, that is, the national economy in the narrow sense, are determined by the level of managerial staff.

Changing the structure of the management system determines the management processes and responsibilities of the manager. And at the same time the quality of this management increases over time as the relationship between manager and employees begins to take shape. Reducing shortcomings in the management process, as well as competitive managers who can fully meet the requirements for executives in a market economy environment, will emerge in the management system.

The accumulated experience of personnel management in developed countries is relevant in terms of creating a model of innovative development of human resources. Based on the study of this experience, it is possible to determine which rules of these activities can be applied in the management process of the Republic of Uzbekistan and their real economic efficiency, and which are only special benefits of foreign management.

As a result, Japan has achieved one of the highest labor productivity in the world, high quality of innovative products, world leadership in the production of high-tech products, ranking third in the world in terms of GDP.

Japan’s Management Model - Hatwani and Pucik (1981) proposed a model of Japanese administration that defines three interrelated strategies:

The authors argue that these general strategies should be translated into specific management methods, including job replacement and slow promotion;

Assessment of attributes and behavior;

Focus on working groups;

Open communication; Advisory decision making;

**Figure 1 is a model of the Japanese administration.**

The United States is the most technically advanced and richest country. But capital investments alone are no different. In any country, product quality and employee productivity depend on management. As Detroit changes its governance system, we will see stronger American competitors.[[7]](#footnote-8)

While American managers emphasize control style, decision-making, management mechanism, Japanese are more interested in communication process, interdepartmental relations and paternalistic approach.[[8]](#footnote-9)

Strategic management typically allows this system to implement a wide range of innovative programs that define a high level of management culture. Most importantly, management based on strategic management allows educational institutions to successfully achieve their goals through strategic management teams in a market economy.

Therefore, the development of pedagogical conditions for the management of the general secondary education system on the basis of strategic management reflects an important pedagogical problem.

**Results:**“New Life Insurance” we constructed a linear function (model) according to the least squares method in order to assess the relationship between the amount of decisions made by the management of the insurance company and the gross profit of the company.

According to the method of least squares:

(1)

# (2)

# According to the system of equations given in (1) and (2), a linear function of the following form was developed:

# y = ax + b (3)

# For both modules, we calculate the correlation coefficient representing the relationship between the factor and the result:



# “New Life Insurance” a linear function (model) to assess the relationship between the decisions made by the management of the insurance company and the gross profit of the company. (Table 2.)

# r(1)=0,82 (кучли)

# Table 2.

|  |  |
| --- | --- |
| **r** | **Level of dependence** |
| 0 < г <= 0,2 | Very weak |
| 0,2 < г <= 0,5 | Weak |
| 0,5 < г <= 0,7 | Average |
| 0,7 < г <= 0,9 | Strong |
| 0,9 < г <= 1 | Very strong |

“New Life Insurance” Formal relations play a key role in the management structure of an insurance company. But informal relationships are also important. These include the enterprise’s relationships between suppliers, product consumers, and research and production organizations.

Reforming the activities of executives:

* reforming the public administration and civil service system by decentralizing public administration, increasing the level of professional training, material and social security of civil servants and gradually reducing state participation in the regulation of the economy;
* introduction of modern mechanisms of public-private partnership aimed at increasing the effectiveness of mutually beneficial cooperation in the implementation of tasks on socio-political and socio-economic development of the country;
* Ensuring the transparency of public administration, the introduction of modern forms of providing information on the rights and freedoms and legitimate interests of individuals and legal entities;

**Conclusion:**Today, every leader must master the science of management and achieve a competent management of production and personnel. The decision-making process plays an important role in this. In today's market economy, both the leader and the methods of leadership have changed.

The effective functioning of the system of continuing education is determined, first of all, by the activities of highly qualified management personnel. Therefore, team management requires leaders to have "management" - "manager" skills in order to achieve high levels of education. Research work is carried out in the management activities aimed at improving the motivation of managers and employees, management skills, business acumen, attention, integration of employees, aimed at the formation of managerial and managerial skills.

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