

FORMATION OF UNIQUE MANAGEMENT STYLES IN AGRIBUSINESS

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Abstract. In this article, the directions of economic reforms in the agriculture of the Republic of Uzbekistan, the formation of agricultural enterprises and specific management methods, and the concept of human temperament and its specific characteristics were analyzed and theoretical conclusions were drawn.

Key words: Agriculture, agrarian sector, land, farming, farm.

After Uzbekistan gained independence, a period of deep reforms in the country's agriculture began. The government of the republic solves issues such as formation of market relations in agriculture, which is the most important branch of the country's economy, transition to a non-state form of ownership, expropriation and privatization of property, establishment of activities of farmers and peasant farms. is paying attention to. The Oliy Majlis of the Republic adopted laws that create the legal basis for radical changes in agriculture.

Including "On Land", "On Entrepreneurship in the Republic of Uzbekistan", "On Expropriation and Privatization", "On Rent", "Agriculture on", "On Business Societies and Companies", "On Land Tax", "On Stimulating the Development of Small and Private Entrepreneurship", 1998 The laws "Land Code", "On Agriculture", "On Farming" and government decisions of the Republic of Uzbekistan adopted at the XI session of the Oliy Majlis in April It paved the way to create the foundation of the economy. First of all, measures were taken to eliminate cotton monopolies and to organize the structure of cultivated areas on a scientific basis. In the new economic conditions, the task of achieving self-sufficiency with the most important food resources of Uzbekistan was set.

The methods of management in the agricultural sector mean the measures and the use of effective methods in order to ensure timely and high-quality performance of the tasks set before the agricultural enterprises.

All methods used in the management of agricultural enterprises are interrelated and complement each other. According to its description, management methods can consist of economic, organizational-administrative and social-spiritual methods.

The economic method of management in agriculture is based on the material interests of employees and labor teams, and makes it possible for the interests of the state, the team and each employee to be connected with each other.

The economic methods of agricultural sectors include cost, price, profit, profitability, economic accounting, material incentive fund. The main task of economic management methods is to create and effectively use new methods of economic mechanisms that allow to reduce the amount of costs spent on each product unit in production. The basis of economic activity is three main issues: production management, planning and promotion. When they are united as a whole in the economic mechanism, they hold the state economy. The economic mechanism includes planning, which is the basis of management, economic systems used in practice in economic management, the organizational system of economic organizations, their work methods, participation of labor teams in production management.

Effective use of a new economic mechanism in production requires work teams and each employee to find ways to accelerate scientific and technical progress, increase production efficiency, and improve the economic mechanism.

For example, the use of wage norms instead of pre-planning of wage funds makes the team interested in increasing the volume of production, lending on preferential terms and creating new capacities for the production of consumer goods.

The use of these methods in production ensures that the level of satisfaction of the material interests of each employee and team is determined by their contribution to achieving the overall final results.

Financial incentives for the employees of the enterprise for achieving high results are carried out at the expense of the economic incentive fund created from the income of the economic account of the labor team. The economic stimulation fund includes material stimulation, social development, production, science and technology development funds.

The more productive the employees and labor teams work, the more their economic income will be. This opens a wide way to meet the social and material requirements of employees. Deep knowledge of economic laws and their effective use is a necessary condition for realizing the benefits of market relations and accelerating the economic and social development of the country.

The organizational-administrative method of management in agriculture is based on monopolistic relations, discipline and responsibility.

Organizational-administrative influence is a mandatory direct administrative instruction of the management aimed at a clearly controlled object or persons. Such

instructions include instructions on the high level of organization of production of products according to the plan, improvement of product quality, timely review of labor standards, strengthening of labor discipline and other issues that can be solved quickly. enters.

Issuing orders and instructions that must be carried out by lower-level managers, monitoring their implementation, developing standards, selecting and placing employees correctly, transferring workers from one place to another, rewarding or punishing is the responsibility of the superior.

The socio-psychological method of management in agriculture is based on the large-scale participation of workers in the management of production, and the main purpose of its application is to create a healthy socio-psychological environment in communities. The state of the socio-psychological environment in labor teams is determined by the number of disputes.

In the current conditions, a leader should not only know his field well, but also be a good organizer, psychologist, educator and social leader. For this, every manager should independently master the sciences of sociology, psychology, pedagogy and jurisprudence. This is required by serious changes in our life, activation of the human factor, working with teams in self-management conditions. For this, every manager should independently master the sciences of sociology, psychology, pedagogy and jurisprudence. This is required by serious changes in our life, activation of the human factor, working with teams in self-management conditions. Being able to find a way to the heart of every person who is a member of the team is of the main importance in the work of a leader. A leader who knows this will be able to solve all kinds of conflicts that arise in the work process within the team, together with public organizations, without raising them to higher organizations.

Such a leader organizes his work correctly and successfully fulfills the goals and plans assigned to the team on time. In order to create a healthy social-spiritual environment in the teams, the leader should take into account the personal qualities and age of each worker and employee, establish a social-spiritual relationship between workers that closely connects cooperation and mutual assistance, and economic competition. it is necessary to organize, to strengthen the sense of responsibility of each worker for the final results of work in labor teams, to pay attention to the creation of favorable social and spiritual conditions for team members to work with high productivity, to strengthen their creative enthusiasm .

Management of agricultural industries is a clear historical method of improving the impact on the social labor process and directing it to a specific goal in accordance with objective laws. The emergence and development of tasks of production management is the result of division of labor and labor cooperation in the social production system.

The essence of managing an agricultural enterprise is to direct the work of the entire team of the enterprise and its production departments to produce the maximum amount of high-quality products, using labor and funds effectively.

In order to manage an agricultural enterprise, it is necessary to know many things, to be an educated, cultured and disciplined leader. The role of production management increases as a result of the transition of agriculture to an industrial basis with the growth of the production scale. Employees with many specialties work in the farm, and their work should be directed in such a way as to provide high operational efficiency based on a general plan. In order to manage agriculture, it is necessary to be aware of it, to know the conditions of production perfectly and precisely, to know the techniques of production at the current level, to have certain scientific knowledge. Scientific management of production in agricultural enterprises is based on the following principles: spiritual and economic unity of leadership, democracy, monopoly and interest in production development.

One of the basic principles of management in agriculture is democracy, which is to combine leadership with the broad initiative and creative activity of the masses, to share the variety of ways, methods and means of action towards the common goal of collegiality and individual leadership. , means to carry together. A scientific approach to the management of an agricultural enterprise requires the maximum use of methods of scientific organization of labor management, being aware of the latest science and technology. A scientific approach to the plans of agricultural enterprises depends on the solution of production tasks. In order to analyze the implementation of the plan, it is necessary to calculate the operational, accounting, statistics, experience of the advanced.

The principle of sole leadership in management is not excluded, on the contrary, it requires the leader to have a strong relationship with the employees and to be able to rely on the employees. For this purpose, it is necessary to talk with the employees frequently, call the general meeting of the enterprise based on various plans, and conduct carefully prepared production plans. The process of agricultural management consists of the following stages: organization of agricultural enterprises and their departments, setting plans for departments on the basis of contracts, organizing the implementation of these plans, and constantly monitoring the progress of production. Management of the farm is organized on the basis of the Regulation "On State Production Enterprises" or the "Charter of Agricultural Enterprises".

It is necessary to approach management of agricultural enterprises seriously. For example, a leader who cannot stand criticism and retorts, gives rude and authoritative orders. In this case, team members do not show activity and initiative. When, in the main principle, the issues are discussed by the team and analyzed in every way, this method is considered a democratic method and helps to increase the activity of the

members of the enterprise. If the leader does not have his own clear opinion, but deviates from the suggestions of others, it is considered a liberal style and this style cannot justify itself.

True, scientific leadership is a rational combination of all methods. Any order should be based on clear economic calculations and material and moral interests. There are three important functions of management in agricultural enterprises: moral education of team members, economic influence, organizational and technical leadership. It should be connected with each other in management.

The management structure depends on the specialization of the economy from the inside, the optimization and size of production, the level of intensification, the equipment of the economy, the system of communication tools, personnel training, the level of transport connections, natural conditions, climate and other factors.

Management is the process of preparing and making decisions, that is, collecting information, developing it, analyzing it, communicating the decisions to the executive, and implementing these decisions. In order to improve the planning system and agricultural management in the current conditions, the government's decisions specifically emphasized the need for wide application of economic-mathematical methods and the use of electronic-calculation techniques, organizational techniques, and advanced communication techniques.

A farm is an independent economic entity with the rights of a legal entity based on the joint activity of members of the farm engaged in the production of agricultural products using a plot of land leased to it for a long period of time. is ekt.

The goal of a farm is to obtain income, profit, provide food to the population and meet the social and economic needs of its members based on the production of agricultural products. "In the process of reorganization of management structures in the village, it became clear what the primary agricultural link should be. It should be a cooperative that unites farms and serves them, provides guidance and helps in matters of material and technical, supply, technical, and agrochemical services" A farm is a family small commodity farm, which grows and sells agricultural products based on the personal labor of family members, on a plot of land given to the head of the family for lifetime ownership. In order to manage a farm, the head of this farm works on behalf of the farm in mutual relations with legal entities and individuals.

If the head of the farm temporarily loses his ability to work or is absent for a long time, he has the right to delegate the authority to perform his duties to one of the members of this farm.

Currently, the only way of our economic development is socially oriented market relations. Naturally, this leads to the formation of a new management style.

In the world of business, a real entrepreneur should not only care about high income, but should also think about the good quality of work and the well-being of the workers in his enterprise.

The main sections of agricultural network programs are as follows:

1. Development of the agricultural network;
2. Development of livestock industry;
3. Development of material and technical base;

The main indicators of the development of the agricultural network:

1. Purchase of agricultural products;
2. Cultivated area;
3. Productivity.

The main indicators of the livestock industry:

1. Volume of livestock production;
2. Number of cattle;
3. Productivity.

In the following years, new forms of agricultural industries, such as farmers and peasant farms, became widespread. As mentioned above, agricultural enterprises are the main link of the national economy. In them, labor power is directly combined with the means of production to create material wealth. At the same time, the main functions of distribution, exchange and consumption are implemented here based on the application of economic laws.

The economic basis of agricultural enterprises is to strengthen the economy with a number of measures, to improve its organization and production methods, to increase labor productivity and to implement it based on market economy factors. Machine-tractor parks were established to provide services to agricultural enterprises (МТП). They are the material and technical base of the system of agricultural enterprises and perform large-scale work related to plowing land and mechanization of crop care. Machine-tractor parks are of great importance in the development and strengthening of agricultural enterprises. Farmers and peasant farms in the agricultural sectors enable the development of agriculture on the basis of modern industrialization from an economic point of view. The organizational bases of agricultural enterprises are as follows:

- general nature of production based on private ownership of means of production;
- the land attached to agricultural enterprises is state property according to the current laws, therefore, this land cannot be sold.
- team forms of production organization that create unlimited opportunities for the initiative and creativity of team members in solving all issues;
- planning of the products grown in some sectors and in the whole farm;

- production-financial activity based on the factors of economic accounting, matching of expenses with income, obtaining the necessary profit for expanded reproduction and property shares;

- payment of labor fees for the quantity and quality of the produced products.

Summary.

Agricultural enterprises - farmers and peasant farms have a single goal, which is to produce a large amount of cheap products in order to fully satisfy the ever-growing needs of society. The production structure of farmers and farms is determined taking into account the local conditions and the tasks facing them at a certain stage of agricultural development. At the same time, if there are the most favorable conditions for the production of the types of products, the most economic effect will be achieved by increasing the volume of those types to a superior level, by making them more deeply and firmly specialized.

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