

Mechanisms and Modern Methods of Regulation and Management of Employment in the Market of Tourist Services

Tokhtaeva Khurshida Farkhodovna

*Doctoral student of the Research Institute of Cultural Heritage and Tourism Development
t.hurshidaxon@gmail.com*

Abstract: This article discusses the mechanisms and modern methods of employment regulation and management in the tourist services market. In addition, the opinions and comments of foreign specialists and scientists about the mechanisms and modern methods of employment regulation and management in the tourist services market are also cited.

Keywords: Tourism, tourist services market, employment, tourism management.

Most service enterprises in Uzbekistan (in particular hoteliers) are facing a big problem now, that is, the absence of an effective management system. Old Soviet service enterprises at the time of central planning of the economy to changes in economic conditions they did not feel the need to develop their relationship and that to create open management systems accordingly. New commercial companies generally do not have established management traditions. As a result, hotels are affected by external and internal changes, they are losing control and resulting in financial losses.

Development of hotel services within the framework of new management thinking new evaluation indicators describing output efficiency is emerging, economic indicators that was not used before in the hotel business are offered. Such indicators include: number profitability index of the fund; profitability of number fund index; number fund utility index; Liquidity of number fund index; index of possible opportunities; extra charge coefficient of provision of services; extra charge service provision coefficient.

This is one of the ways to increase the profitability of hotels income from the main activities of hotels demand forecasting used for maximization purposes methodology. Knowing how to forecast demand, its hotel development planning for maximum satisfaction through output power is one of the tasks of modern management. Demand forecasting existing observations, work experience, etc. based on the methodology based on getting the maximum benefit from the difference between supply and demand. Selling each number to hotels at high (price list) prices is useful, but not in practice. New management thinking is all technology of production of services provides general quality control in chains. The management structure of the hotel, the composition of the management bodies, their determined by the description of specialization. Officially, it is attached to the charter and is formalized as a special regulation as a document. There are three main types of Management structure. They are: linear, linear - staggered and many linear (multifunctional).

Linear control is a simplified form of single control as a system. It usually has a small number fund in rural areas introduced in hotels. Functional management - large hotels and hotels used in complexes. Matrix control is functional only with different control objects. It is a hotel with a number of buildings.

In short, it is important to distinguish the main principles of management. Without knowing them, effective management can be expected not to happen. Effective management is the professional experience of management as a continuous process of acquisition. The manager's activity includes not only management, but also his professional skills, the level of work aspects also gets raises. Management is influenced by the market mechanisms of the economy is an emerging management system:

1. The main focus in the internal processes of modern management focused on goals. It is the perspective and continuity of management determines, forms the basis of the hotel's development strategy is enough.
2. Modern advanced management system of distribution of functions accuracy, simplicity of organizational work, responsibility, information it implies the pursuit of security and productive work.
3. It is the main factor of effective operation of hotels employees. Managing employees is choosing them correctly, Placement by functions, improvement of their skills, effective encouraging work, providing good working conditions.
4. Management is decision-making. But not only the decision of the manager, but also his executors.
5. Management aimed at consumers of hotel services - this is marketing. Such management ensures that customers behave, demand and supply in the market, strengths and weaknesses of competitors intends to conduct research.
6. Management of production operations in the hotel is processes of converting resources into finished hotel products is management.
7. Hotel services in the current conditions of the market economy the main factor of sale is their quality.
8. Hotel management as a socio-economic situation is in constant development. Development is the pursuit of the future.
9. The work of a manager, like any activity, is one of certain things intends to use. Methods used in management and a system of tools can be called a control mechanism.

The main management principles of tourism management include:

The principle of sole leadership and collegiality in management.

The principle of sole leadership requires strict obedience of the members of the production staff to the orders of a single leader in direct production. A high-level leader should not solve issues that fall under the authority of a lower-level leader. The main condition for the implementation of this principle is to strictly define the rights, duties and obligations of each performer. The unified leadership should be collegial, combined with the transparency of the decisions to be made. Collegial discipline should be implemented along with unconditional obedience to the will of the leader.

1. Scientific principle.

Among the principles of management, every leader who rejects our currency takes a place that requires the use of economic laws, objective directions of society's development, national and foreign experience in this field.

92	ISSN 2576-5973 (online), Published by "Global Research Network LLC" under Volume: 6 Issue: 6 in Jun-2023 https://globalresearchnetwork.us/index.php/ajebm
	Copyright (c) 2023 Author (s). This is an open-access article distributed under the terms of Creative Commons Attribution License (CC BY). To view a copy of this license, visit https://creativecommons.org/licenses/by/4.0/

2. The principle of planning.

Planned management of production in the conditions of a market economy - drawing up a business and strategic plan - is an important condition for the implementation of economic policies. This principle represents the determination of long-term directions, rates and ratios of production development.

3. The principle of improving management forms and methods.

In the conditions of the market economy, there are three forms of management: private, collective, state management. In the private form of management, the owner alone makes decisions and is responsible for the entire work.

In general, according to the forms of treatment suitable for the psychological characteristics of tourists, various routes are organized and tourists are divided into groups. According to the psychological data, a person's lifestyle, reputation, relationships, interest in travel, behavior in the family situation are considered. This information is supplemented by questionnaires and mutual meetings. A different conclusion was revealed as a result of the research related to the motivation of the emergence of the travel direction realized by T. Plog, a Spanish scientist on tourism. According to the results of T. Plog's research, if travelers are placed in an indivisible continuous series, three forms of directions can be captured. Many people remain in the middle of the line. And the two tripoints constitute the main principle of Plog's research. The first end of these three directions is called psychocentric, and the other end is called allocentric. These are people who are at the psychocentric end, tight, shy, and do not like adventure. Those at the allocentric end are self-confident and adventure-loving. According to the characteristics of these two groups, Plog provided other types of tourists and the presence of other places of pilgrimage. According to Plog, "the allocentric type chooses travel that is like an independent experience, places that are difficult to reach."

For example, in places like Africa, South America and a deserted island. Species in the middle travel to places known as Europe, such as Hawaii and Europe. A "psychocentric" type of tourist, for example, will be happy to go to Disneyland with a package (rascade) tour. The characteristics of these two, three located types can be distinguished in this way.

Allocentric species:

Adventurous and enjoys exploring on his own. Enjoys discovery and craves new thrills. They want to visit undiscovered lands. In general, the scope of interest is large. They love places that are not touristic. They mainly like comfort and convenience when it comes to playing and eating. They enjoy getting to know the people of other countries and being interested in their culture.

"Psychocentric" types:

- pekij - they choose a type;
- are not very active;
- sun, sea, sand, everyone participates together enjoy their activities;
- they like to go to places of pilgrimage mostly by car, not by plane;
- they choose well-known places;
- they do not enjoy the foreign environment;
- they choose a night complex, restaurants, clubs and shopping centers similar to those in their country;
- with those who travel in the same comfortable circle as themselves they enjoy being together;
- a trip organized by the entire travel organization for themselves choose their company.

93	ISSN 2576-5973 (online), Published by "Global Research Network LLC" under Volume: 6 Issue: 6 in Jun-2023 https://globalresearchnetwork.us/index.php/ajebm
	Copyright (c) 2023 Author (s). This is an open-access article distributed under the terms of Creative Commons Attribution License (CC BY).To view a copy of this license, visit https://creativecommons.org/licenses/by/4.0/

References list:

1. Decision PQ-4095 of the President of the Republic of Uzbekistan dated January 5, 2019 "On measures for the rapid development of the tourism network"
2. Theoretical foundations of service sector and tourism development: monograph / Mukhammedov M. M.. - Samarkand: Zarafshan, 2017. - 300 p.
3. Scientific and theoretical foundations of tourism development Safarova N. N., Narzikulov M. P.. - Tashkent: IFMR, 2017. - 220 p;
4. Senin V.S., Denisenko A.V. Hospitality business: classification of hospitals and other means of employment: Uchebnoe posobie. - M.: Finance and statistics, 2006. - 44-48 p.
5. Ochilova Kh. F. Upravlenie marketingom v turizme: monograph Ochilova Kh. F., Mukhammedov M. M.. - Tashkent: Economy, 2015.
6. M. Amonboev, N. Juraeva —Educational methodological complex of tourism economy and management. – T;TDIU 2018
7. Ikromov M. Fundamentals of economics and management: study guide / Ikromov M., Soliev A. S.. - Tashkent: Vneshinvestprom, 2019.
8. Izmerenie effektivnosti social enterprise - conceptual
9. SyrjäYu, Helena Šegrena, three-year-old Anne Pasi Ilmarinen. Technological University g. Lappeenranta .Fi-53851 Lappeenranta Finland perevod s findl. <http://archiv.ub.uni-heidelberg.de/volltextserver/18758/>
10. <http://farstat.uz/ru/2017/09/15/fargona-vilayatida-bayicha-2000-2016-yillar> macroeconomic-indicators-analysis
11. Decision No. 3-5024 dated August 15, 2017 of the President of the Republic of Uzbekistan "On measures for the future implementation of the Action Strategy in the five priority directions of the development of the Republic of Uzbekistan in 2017-2021" .
12. Decision of the President of the Republic of Uzbekistan "On measures to develop inbound tourism" dated February 6, 2018 No. PQ-3509.
13. Tukhliev N., Abdullaeva T. —Management and organization of business and tourism in Uzbekistan. - T.: National Encyclopedia of Uzbekistan, 2016, p. 367.
14. www.stat.uz - the website of the State Statistics Committee of the Republic of Uzbekistan.
15. Bystov S. A. Technological organization of tour operators and tour agents: uchebник / Bystov S. A.. - Moscow: INFRA-M, 2018. - 375 p
16. Tukhliev N., Abdullaeva T. —Management and organization of business and tourism in Uzbekistan. - T.: National Encyclopedia of Uzbekistan, 2016, 367 st.
17. Electronic commerce in Uzbekistan: status, problems and development: Monograph / Rakhimova Kh. U., Bekmurodova A. Sh., Makhmudov U. D., Yuldashev M. I.. - Tashkent: Finance, 2017. - 111 p
18. M. Amonboev, N. Juraeva —Tourism economy and management Educational methodological complex 2018
19. www.world-tourism.org – World Tourism Organization
20. Information on the website www.uzbekturizm.uz,
21. Information from the www.lex.uz site