

Under Economic Liberalization, The Socioeconomic Development of Small Businesses and Private Entrepreneurship

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Abstract: Entrepreneurship, which is an important form of economic activity and independence, is being supported by the most developed countries in order to establish a specific form of employment and new jobs in our republic. The state support of entrepreneurship has been reflected in the provision of certain benefits for entrepreneurs in providing advice, financial assistance or paying taxes for several years.

Keywords: economic processes, new entrepreneurs, economic liberalization, Effective business, personnel management system.

Introduction

The more productive economic processes are, the higher the society will be materially and spiritually. The effectiveness of economic processes is determined by the number and quality of entrepreneurs who are actually operating and the number of people who want to engage in this activity. This, in turn, depends on attracting new entrepreneurs to entrepreneurship, economic liberalization, and levels of business environment. The last one depends on the level of state intervention in business activities. The state should create such conditions that the interests, desires and aspirations of entrepreneurs and those who want to become entrepreneurs can be maximally expressed. World experience also shows that in economically developed countries, all facilities for entrepreneurship have been created.

Effective business does not like interference from the outside environment. If there is a little interference from outside in running a business, it will have a negative impact on the functioning of the business structures, even if it does not lead to its collapse. That is why the state should create all the necessary conditions for the economy and give more freedom to entrepreneurs. Based on this, Uzbekistan is finding its rightful place in the world economy.

Analysis

The personnel management system includes not only the selection of personnel, but also the selection of the enterprise management module. Management should be simple, flexible, efficient and competitive. According to experts, it is desirable for the management system to be as follows: - very large departments, provided with qualified specialists; - low level of management; - the system is based on a group of experts; - that the company's working order and schedule are aimed at consumers.

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Although there is an ideal form of management, it is important to choose a specific form of management (module) in any business activity. When creating a management form, the company's production volume, investment, product type, and the state of the environment in which it operates should be taken into account.

There are the following organizational forms of management:

Linear structure - where production and sales are clearly demarcated. One department deals with production, and the other deals with sales.

Line staff structure - in which each line leader has special specialized staffs. It helps the leader to study and solve the problems that have arisen.

A functional system is used in conditions of rapid production growth and complex production. Here, in decision-making, employees are separated, and responsibility is assigned to department heads.

Result

A divisional system focuses on products, markets, or groups that serve consumers. Each so-called center (profit center, sales center, investment center) has departments in production, sales, planning, scientific investigation and other areas. Only the departments dealing with the general activities of the company remain under the management of the administration.

Matrix system - this system is typical for enterprises where the "lifetime" of the manufactured products is short and they change in the group. A temporary group of specialists will be formed under them, the necessary resources and employees of functional departments will be attached to them.

An innovative system is a new management scheme. The essence of this system is that the production and sale of highly profitable products will be attached to the current production group. Production of a new type of product, creation of a new technology is attached to the research group. The research group has its own experimental site and tests new products on the market.

It is also possible to form a "venture" firm within large enterprises. They are given all the rights and opportunities related to the creation, development, and sale of new products. Responsibility is assigned to the period from the beginning to the completion of the work.

A multi-faceted system is the simultaneous use of various forms. As you can see, there are many management systems. You can choose a convenient form for each business. But in any form, the main task of the leader is to provide the enterprise with the necessary resources, to organize the work of employees in order to achieve the set goal.

Depending on the type of relations between management agencies in small and medium-sized businesses, the management system is divided into three main types: regular, functional and mixed systems.

The regular management system is the simplest management system for small and medium-sized businesses, in which each manager manages the activities of the department entrusted to him on the basis of sole leadership and makes the necessary decisions independently.

Discussion

Management is a set of management forms, tools, laws and methods used to increase (increase) production efficiency and obtain high profits.

The managerial function of any business is determined by the organizational and legal form of the enterprise (firm) and its production stages. For example: in the initial stages of entrepreneurial activity, all

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tasks are assigned to the entrepreneur, and in its last stages, the possibility of inviting (recruiting) special managers ends, and therefore, in principle, they are entrusted with the responsibility of organizing the management of enterprises.

Management is: 1) foresight; 2) organization; 3) permission; 4) agreement; 5) includes concepts such as control.

In order to solve any problem that has arisen in the current environment or to perform a task, an entrepreneur must have three resources: labor, finance and time. As a rule, financial means (money, investment) and time are limited for one entrepreneur. People can be encouraged to be active and work well. That is why human labor is the most valuable resource in business. Being able to arouse in them full enthusiasm for their actions, to develop their emotions and to motivate them sufficiently is the basis of success in entrepreneurial activity. For this, an entrepreneur must understand and know people, be able to lead them on the right path, and they must also have the ability to be sensitive, fair, and able to educate.

Motivation is the stimulation of activity directed towards a specific goal. Many times, people feel that they are not satisfied with their work, but at the same time they do not want to change it.

What for? The main reasons for this are as follows: - fear of change: - complete lack of faith in success (achievement); - he is afraid that in case of failure he will upset his loved ones; - cunning; - to be limited (accustomed) to achievements; - lack of competition.

As a result of creating certain conditions for people, they can be encouraged to change their activities. For example: - putting a completely new task in front of you (loading); - being able to show the advantages of a new type of activity; - updating (changing) the composition of managers.

Business people show their qualities (characteristics) in the following ways. The appearance, the ability to behave in informal situations and during work activities, the ability to maintain oneself among people, the furnishing of work rooms, work with official papers and work style, and the level of organization.

Image - the image of a product, enterprise and entrepreneur. The simple ethics of an entrepreneur is manifested by his compliance with the requirements set by the society for the way of work. The experience of economically developed foreign countries shows that ethical factors have been playing a leading role in business management in recent years.

The initial results of entrepreneurship in our independent republic show that management actions are effective when they are fully followed by fair labor evaluation laws, when people can be convinced. The entrepreneur's contribution to the development of the enterprise determines his professional reputation. Every cultured person does not have to be an entrepreneur. But an entrepreneur must be cultured, because they always strive for success.

Conclusion

If an entrepreneur wants to strengthen his position, he should remember the following: a) always develop a product as intended; b) to consider expenses spent on consumers as long-term and highly effective capital funds; c) to constantly expand the range of its customers; g) give the right to make a decision under any circumstances to the executor of this operation; d) take care of strengthening relations with customers; e) to follow the principle that the buyer does not depend on the entrepreneur, but the entrepreneur depends on the buyer; j) not to argue with the client, to fulfill his wishes, which is beneficial to both parties; z) to consider the purpose of business as gaining (expanding) a new customer and a new market; i) to be in personal communication (communication) with the buyer; y) to personally monitor the quality of services and goods, etc.

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