

TEAM MANAGEMENT PROCESS IN INDUSTRIAL ENTERPRISES IMPROVEMENT

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Abstract. *In this article, a study was conducted on the effective aspects of work organization in industrial enterprises, the importance of the team in the selection of personnel, development and management of the enterprise. Human resource management covers such a wide range of economic activities of the organization and its management that within the framework of this study, all personnel management technologies available and used in modern organizations are considered.*

Keywords: *Industrial enterprises, management, personnel management, system improvement, personnel selection, legal relations, collective cooperation, human resources.*

National economy of our country none of its networks operate without an efficient and moderately organized information infrastructure not allowed. Currently, national information resources constitute the economic potential of each country serves as one of the determining factors. Effective use of this resource is the country security and the successful formation of a democratic information society. At the current stage of development, it is important to ensure the economic security of industrial enterprises is an important task. One of the important trends in the digital economy Industry-4.0 is a program. Uzbekistan is also a developed country as macroeconomy as a single digital self and in it to digitize physical actions through cyberphysical systems implementation of this program is urgent. This in turn facilitates the transition to the digital economy. Economic sectors, including information exchange between industrial enterprises creates hyperspaces. Not implementing it is digital makes achieving economy an impossible task.

Uzbek scientists use the term risk and the term risk and that it is used by experts as the same term can be seen. Words such as “risk menejmenti”, “riskni boshqarish”, “tavakkalchilikni boshqarish” used synonymously with risk management in scientific accounting will come. Risk management in articles and literature is handled like management. The difference between these terms is given below will become clearer as a result of the definitions. In one approach, "risk" comes from Spanish-Portuguese, "underwater cliff, rock", on the other hand comes from ancient Italian, "resicare" means "to maneuver between". According to the third version, the term risk is derived from the Greek "ridsicon", "ridsa" means "rock, rock". (Stupakov V.S., Tokarenko G.S., 2005).

There are different definitions of the term risk in commonly accepted dictionaries approaches are available:

In the American English Dictionary (1828) - "to be a danger, harm, probability or damage". In the complete dictionary of the Russian language (V. Dal', 1863-1866) - "risk, to start, to take risks, without proper calculations start" (Dal' V., 1994).

In the Big Economic Dictionary (1998) — specific decisions or actions the probability of an event resulting in negative consequences (Bol'shoy ekonomicheskoy slovar', 1998). Risk is the existence of systematic profit-oriented activities are expected processes. Aimed at systematic profit use of enterprise property, sale of goods, works includes activities of the enterprise, such as performance, provision of services.

The essence of team management in industrial enterprises, including employees, employers and other owners of the enterprise are the subject and object of management from establishing organizational-economic, social-psychological and legal relations between them consists of This relationship affects the interests, behavior and activities of employees the principles, methods and methods of exposure for maximum use based on forms. Methodologically, this area of management is unique has a conceptual apparatus, specific characteristics and performance indicators, has special procedures and methods. To study the content of work of different categories of employees methods and directions of analysis. Industry in transition to market relations improving the personnel management system in enterprises is one of the urgent tasks is one. The plan of managing the national economy is different from the centralized system personnel and its potential during the transition to the market model of the region's economy formation, distribution and optimization of the system of their use and each industrial enterprise, regardless of the form of ownership, is of special importance matter. Creating a competitive enterprise is always the people who work in the enterprise related to new management methods and clear in the organization of the firm's capabilities knowledge, skills, competence, discipline, motivation, willingness to learn problems lies. Formation of competence among employees from the selection of personnel starts with recruitment. The level of education and work of people who come to the organization experience is required. Implementation of goals and tasks of personnel management personnel implemented through policy. Personnel policy is the basis of working with employees direction, the main one carried out by the personnel department of the enterprise a set of principles. In this regard, the personnel policy of working with personnel is a strategic direction. Personnel policy is the enterprise and its employees the worker who best contributes to the alignment of goals and priorities

purposeful activity to create strength. General requirements for personnel policy in modern conditions consists of:

1. Personnel policy is closely related to the company's development strategy must be. In this sense, it represents the personnel of this strategy.

2. HR policy should be flexible enough. It is, on the one hand, stable means that there should be, because certain expectations of the employee are stability related to, on the other hand, dynamic, et. enterprise tactics, production and should be adjusted

according to changes in the economic situation. His staff focused on taking into account the interests and organizational culture of the enterprise dependent aspects must be stable.

3. The formation of a skilled labor force is associated with certain costs for the enterprise since it is, personnel policy should be economically based, and that is, it's based on their actual financial capabilities.

4. Personnel policy should ensure an individual approach to its employees.

Thus, personnel policy is such a system of working with personnel is aimed at forming, not only in compliance with the current legislation aimed at obtaining economic, but also social results. Personnel policy is the attitude of the enterprise to the external environment sets goals related to the attitude of employees. Personnel policy is strategic and implemented by operational management systems. HR strategy objectives include:

- ☐ increasing the reputation of the enterprise;
- ☐ studying the atmosphere within the enterprise;
- ☐ analysis of prospects for development of the potential of labor resources;
- ☐ summarizing and preventing the reasons for dismissal.

In conclusion, Personnel development and training are also the most important of personnel management one of the directions and one of the factors of the successful activity of a small enterprise. Investing in the development of human resources and production processes plays a greater role than investing in development and improvement. Personnel development is one of the most important tasks in small business need Compliance with the following conditions for the successful development of employees need:

- ☐ supporting employees who are able to learn;
- ☐ dissemination and integration of knowledge and best practices;
- ☐ adapting and, if necessary, training new starters;
- ☐ importance of personnel policy of management personnel and personnel turnover awareness of the desire to reduce the level.

As for the wage system, the management of a small business pays its employees the form, system and amount of payment, as well as all types of additional payments chooses: allowances, bonuses, increased travel funds, on promotions dividends etc. based on legal documents

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