

# THE CONCEPT OF MANAGEMENT ACTIVITY AND ITS MAIN COMPONENTS

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## Abstract

This article analyzes the main components of managerial activity and their importance in achieving the strategic goals of the organization. Managerial activity is the process of effective management of the organization, achievement of goals and optimization of work processes. To achieve the goals and success of the organization, managers implement the main components such as planning, organizing, directing, controlling and motivating. These components are interconnected in each organization, and efficiency can be achieved through effective cooperation and coordination of work activities of team members. Concrete examples of the implementation of each component and their working mechanisms are considered in the work. Based on the data and analysis, it is shown that each component of the managerial activity is an important process aimed at achieving the overall efficiency of the organization and its strategic goals.

**Keywords:** Management activity, strategic goals, components, planning, organizing, directing, controlling, motivation, efficiency, team, communication, production, resources, innovation, results, control, effective management.

## Introduction

Management activity is the process of implementing management tasks in an organization, ensuring the effective allocation of resources and the purposeful direction of production. In this activity, managers perform the functions of planning, organizing, directing and controlling in order to ensure the effective functioning of the system and the achievement of the organization's goals.

A number of decrees have been adopted in our country aimed at improving the quality of management in organizations and implementing advanced training programs for leaders and managers. These decrees are aimed, first of all, at introducing an excellent management system, increasing the professional level of personnel<sup>1</sup>.

The decrees adopted on the improvement of managerial activities to ensure the development of the private sector, improve the business environment and attract investments are also important<sup>2</sup>. These decrees, in general, are important areas of management activity, ensuring effective management and reliable and excellent implementation of the activities of organizations in the public and private sectors. Through these decrees, the state optimizes the management system, contributes to achieving economic and social development.

<sup>1</sup> See: Ўзбекистон Республикаси Вазирлар маҳкамасининг қарори, 25.12.2023 йилдаги 681-сон

<sup>2</sup> See: <https://lex.uz/search/all?searchtitle=Xususiy%20sektor>

The main components of managerial activities mainly include important activities aimed at effective management of the organization, achievement of goals and optimization of work processes. These components work together to coordinate execution, resources, work and personnel.

The main components of managerial activity are as follows:

- ✓ **Planning:** The process of determining and defining the measures necessary to achieve the goals of the organization. This component can be used to define strategies, tactics, and routines, and to determine the resources and time limits required for their implementation.
- ✓ **Organization:** In the organization phase, managers deploy human resources, define work processes, and develop the internal structure of the organization. It is important to form teams, assign tasks, and define the role of each employee in the organization.
- ✓ **Management:** It is the process of coordinating and inspiring the work process of the manager. In this component, managers work with the team, motivate them, support them and guide them in the performance of tasks.
- ✓ **Control:** In the control component, managers check the performance of the organization, evaluate the results and, if there are deviations from the plan, take corrective measures. This also includes checking the effectiveness of work processes and the achievement of goals.

Each component of management activity serves to increase its effectiveness and achieve the strategic goals of the organization. In this process, it is important to achieve effective cooperation with each member of the team and to achieve results that need to be analyzed.

These components of management activity are interconnected and work together, helping to achieve the strategic goals of the organization and increase its effectiveness. Each of these components is a key stage of management activity, the effective implementation of which leads to the overall success of the organization [4.22.] Each component is aimed at increasing the effectiveness of the organization, as well as achieving strategic goals, especially through effective cooperation with each member of the team and analysis of results. There are several important aspects to this process. Including:

**Teamwork and efficiency.** The effectiveness of management activities largely depends on effective communication and cooperation between team members. Each member of the organization has a clear understanding of their duties and roles, as well as coordinated work processes that interact with each other, affect efficiency. If there is a clear division of tasks and effective communication between team members, everyone will be responsible for their work, and the team will strive to achieve high results.

**Analysis and monitoring.** Regular analysis of results is important in the planning, management and control processes. Through this analysis, managers have the opportunity to monitor the state of the organization, adjust the direction and optimize tactics. In this regard, managers can review the strategy or set new goals by analyzing the work and results performed every month.

**Achieving objectives and strategic direction.** The main goal of managerial activity is to achieve the strategic goals of the organization. This requires the effective operation of each component [3.56.] As defined in the stages of planning and management, the goals should be clear and realistic, and control should be carried out in the process of their implementation. If the strategic goal of the organization is to increase market share, then each component (planning, organizing, managing and controlling) should be aimed at this goal.

**Motivation and encouragement.** The results of the organization in many cases depend on the motivation of team members. Managers play an important role in motivating employees to do their jobs and increase productivity through motivation. A well-developed incentive system (bonuses, promotions, awards) ensures that the team works effectively and follows the goals of the organization.

**Organization and innovation.** Innovation and innovation in the organization help maintain the competitiveness of the organization. Managers should increase production efficiency by introducing innovative and new methods. One of the most important components in this process is to update the internal environment of the organization and bring it into line with the market requirements. New technologies, automation and innovative production methods help to make production processes more efficient and faster.

**Evaluation of production and results.** Managers should always evaluate the production process and its results, monitor them, and make adjustments if necessary. This helps determine the effectiveness of the results and their compliance with the overall goals of the organization. When certain results are achieved, it indicates that the organization is moving in the right direction. If the results do not go according to plan, managers try to make adjustments [6.45.] In conclusion, it should be noted that each component of managerial activity requires the need for changes and analyses. With effective collaboration, analysis and results orientation, motivation, innovation and proper management, organizations can achieve success in achieving strategic goals. Each component in these processes is interconnected, and as a result of working together, the overall efficiency and competitiveness of the organization increases. Management activity is an important and multi-stage process for achieving the goals of the organization. The main components of this activity - planning, organization, management, control and motivation - each of them is aimed at achieving the strategic goals of the organization. It is possible to ensure the overall success of the organization through the effective implementation of each component, the effective organization of mutual cooperation and communication of team members. Managers use these components together to develop the organization by improving production efficiency and introducing innovations. Thus, managerial activity plays an important role in achieving the strategic goals of the organization through the interdependence and implementation of each component in a specific direction.

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