

PROMISING AREAS FOR IMPROVING THE PERSONNEL MANAGEMENT MECHANISM

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Abstract

This article discusses the use of advanced techniques in order to improve the mechanism of personnel management in organizations and enterprises. The purpose of the study of personnel management at light industry enterprises is formulated taking into account the specifics of the industry and the characteristics of employees' work. The paper presents a methodology for comparative analysis. When writing the article, methods of synthesis and generalization were used. The work provides a comparative analysis of personnel management, taking into account Japanese and South Korean experiences. The study provides recommendations for effective personnel management.

Keywords: personnel, enterprise, organization, management mechanism, management, personnel incentives, motivation, human potential, personnel policy, advanced techniques, Japanese experience, South Korean experience.

Introduction

Improving the personnel management mechanism is an important aspect of the successful functioning of any organization. This process includes various aspects, ranging from hiring employees to their development and management. Here are a few key points that can help improve the personnel management mechanism: effective recruitment includes determining the appropriate requirements for candidates for vacancies. Attention should be paid to the use of methods for assessing skills and cultural compatibility.

It is important to take into account the desire for diversity in the team to increase creativity and innovation. For example, the focus on training and development involves:

Providing regular employee training and development. Create career growth and development plans to increase motivation. Facilitating the exchange of knowledge and experience between employees.

Modern theories of personnel management take into account, on the one hand, principles and methods based on administrative management, and on the other hand, the individual role of the employee's personality, awareness of his motivational priorities, the ability to form and direct them. taking into account the tasks facing the company.

As a result, it is necessary to turn the management team to new values, which constitute the primary factor of the enterprise - the employee, and outside the enterprise - the consumer and his interests.

The priorities for the company are staff efficiency, entrepreneurship, interest, development of the creative component and dedication.



The views on personnel management issues in our dynamically developing time are based on the increasing importance of the employee's personality, knowledge of his priority settings, the ability to form and direct them in the right direction, taking into account the goals and objectives facing the enterprise.

Analysis of the literature used From a theoretical point of view, the research was based on the works of domestic and foreign authors such as Z.T.Gaibnazarova, M.V.Leontieva, E.A.Baykov, I.B.Durakova, D.Packard.

In her works, Gaibnazarova draws attention to the issues of personnel management and innovation in Uzbekistan, taking into account the solution of the problem of technology transfer.

M.V.Leontieva in her research relies on various types of partnerships in the field of tourism activities.

David Packard is the author of many works, such as the work "The HP Way".

According to Packard, the head of management and decision-making must adhere to certain principles, which are based primarily on employee motivation.

According to David Packard, it is necessary to take into account the principle of division of labor, according to which the concentration of the worker on fewer goals and tasks directs his attention forces in one direction, as a result of which the work is carried out more productively. From a small garage business to a multibillion-dollar industry, the history of Hewlett-Packard is a remarkable story of foresight, innovation and hard work. Founded in 1939 during the Great Depression, Hewlett-Packard has achieved success not only through its technical inventions and the introduction of the latest technological ideas, but also through the development of a unique leadership style. Decades before modern management concepts were created, Hewlett-Packard used methods such as MBWA, "managing everyone," "flexible work schedules," and "quality circles." HP's constant attention to customer needs and openness to the innovative ideas of its employees have allowed the company to achieve sustainable growth, significantly ahead of its competitors. This work is the written legacy of David Packard.

Research methodology. The research methodology included the following aspects: problem formulation, literary review, formulation of a hypothesis or research questions. During the study, problems related to personnel management at enterprises were identified. The study examines the experience and practical recommendations of practitioners-managers in the field of studying the problems of personnel management. Proposals for the effective implementation of the principles of rational use of the company's workforce were developed from the point of view of following the principles of management by advanced managers.

The paper presents the methodology of comparative analysis. The methods of synthesis and generalization were used when writing the article. Comparative analysis and descriptive methodology are used in the work.

Analysis and results. Priority areas of development in light industry sectors may depend on current market trends, technological innovations and changes in consumer behavior. From our point of view, there are several key areas of development for light industry sectors.

As part of the study, we can conduct a comparative analysis of the management techniques of the Japanese and South Korean experiences.



A comparative analysis of management practices in Japan and South Korea can highlight differences and similarities in approaches to personnel management, corporate culture and organizational development strategies. Please note that this analysis represents general trends, and there may be individual differences in each country depending on specific organizations and industries. Here are a few key aspects to compare:

From the perspective of corporate culture: Japan: in Japanese culture, the principle of collectivism prevails and great attention is paid to social relations in the workplace. Decision-making often takes place collectively, and maintaining harmony in a team is considered important. The culture in South Korea is also characterized by collectivism, but with a more pronounced emphasis on hierarchy. There is a strong tradition of respect for seniors in rank and age.

Human Resources Management: Japan: Japanese companies are known for their passion for long-term planning and personnel development. Decision-making can take a long time, but it is often focused on ensuring stability and long-term success.

In Korean companies, however, an active and fast approach to management is more emphasized. There is a high degree of competition, and companies strive to adapt quickly to change.

In terms of the reward and motivation system, incentive systems are common in Japan, aimed not only at individual achievements, but also at contributing to the success of the team. Promotion and salary increase often depend on seniority and dedication to the company.

As for South Korea, performance rewards may play a more important role, and there is a high level of competition for promotions. The use of bonus systems and bonuses is widespread.

From a personnel education and development perspective, Japanese companies often invest in long-term personnel training and development programs. Skill development and career development are usually considered as long-term strategies.

Korean companies also pay attention to employee training and development, but the approach may be more aggressive and focused on current market requirements.

A comparative analysis of these aspects can help organizations better understand which HR management techniques can be more effective in their context, as well as take into account cultural and organizational characteristics when making strategic decisions.

Environmental sustainability: the introduction of environmentally friendly technologies and materials. Improvement of production processes in order to reduce environmental impact. The development of products aimed at environmentally responsible consumers. Innovations in materials and technologies. Research and implementation of new materials that ensure the lightness and durability of products.

The use of modern production technologies such as 3D printing and intelligent production systems.

Digitalization and automation: the introduction of digital technologies to optimize production processes and supply chain management. Automation of monotonous and routine tasks using robotic systems.

Product quality and design improvement: focus on developing high-quality products with attractive designs.

Adaptation to the styles and requirements of consumers that are in demand on the market.



Flexibility in production: creating flexible production systems that can quickly respond to changes in demand. The development of "just-in-time" methods to optimize inventory levels and reduce costs.

As part of the transition to a circular economy, it implies the introduction of the principles of a circular economy, including reuse, repair and disposal of products. Development of sustainable consumption and production models. Development of e-commerce markets: active participation in e-commerce and the development of online sales to expand the sales market. Creating convenient and secure online platforms for interacting with consumers.

In the field of smart textile materials development, research and implementation of innovative textile materials with smart properties (for example, thermoregulation, dehumidification) are carried out. The development of functional clothing and textiles for specialized markets.

These areas can help light industry enterprises remain competitive, meet market requirements and cope with challenges related to environmental changes, technological innovations and consumer preferences.

From our point of view, effective communication is the main thing in management. Ensuring openness and transparency in communication between management and staff directly may also be an important direction. Installing a feedback system and taking into account the opinions of employees can also give positive results.

The researchers note the fact that regular meetings and discussions allow you to maintain the necessary level of awareness. Motivation and stimulation are the main elements of quality management. The development of a reward system and recognition of employee achievements become the key to success.

It is advisable to set realistic and achievable goals for employees. The social component of management is also important. Creating pleasant working conditions and ensuring a balance between work and personal life. Effective performance management includes the following: first: setting clear standards for evaluating performance.

Secondly: conducting regular performance reviews and setting action plans.

Third: providing feedback and support to improve results.

Researchers in this field pay attention to issues of adaptation to changes, that is:

- readiness for changes in the organizational structure and processes;
- training employees in new skills and technologies;
- promoting the creation of an adaptive culture in the organization;

Let's pay attention to technologies in personnel management:

- the introduction of modern personnel management systems and HR technologies.
- using analytics to make more informed decisions in the field of personnel management.

Details on some aspects of improving the personnel management mechanism:

Leadership and Leadership Development: It is advisable to invest in the development of leadership skills among managers.

Preferably, the creation of a mentoring and coaching program for managers. Priority is given to the development of leaders within the company, contributing to their growth from their own ranks. In the context of flexibility and adaptability: stimulating flexibility and adaptability in the culture of the organization. Employee training in change management. Encouraging the adoption of new ideas and approaches. In terms of the Remuneration and Benefits system:



regular updating of the remuneration system taking into account market trends. Providing competitive benefits and bonuses. Development of individual motivation programs for employees.

Conflict Management: Developing conflict resolution skills among employees. creating open forums to discuss problems and find solutions. Providing support to resolve professional and interpersonal conflicts.

From the perspective of knowledge management and innovation:

- creation of a system for collecting, storing and transferring knowledge within the company.
- fostering a culture of innovation and encouraging employees to come up with new ideas.

Conclusion and Suggestions

In conclusion, it should be noted that the improvement of the personnel management mechanism is a continuous process that requires attention to changes inside and outside the organization.

It is necessary to set up HR management strategies taking into account the specific needs and characteristics of each enterprise.

Improving human resources management is an integral part of a successful organization's strategy. The main conclusions on this issue are presented below:

Strategic and Flexible Approach: HR management should be implemented as part of an organization's strategy that goes beyond responding to current challenges. A flexible management approach allows you to adapt to changes inside and outside the company, contributing to long-term sustainability.

Leadership and Human Resources Development: Investing in the development of leadership skills and competencies of managers creates strong, motivated teams.

Promoting employees from within can increase the level of dedication and understanding of the corporate culture.

Focus on Training and Development: Regular training and development of employees contributes to the continuous improvement of their skills. Knowledge exchange systems contribute to the creation of a learning organization that can quickly adapt to new market requirements. From the perspective of open communication and feedback:

Open communication creates a trusting environment and allows you to solve problems at an early stage. Feedback systems help to adapt management strategies in real time.

Motivation and Reward Systems:

Effective motivation systems increase productivity and employee satisfaction. A variety of individual and group rewards.

Personnel management in light industry includes a number of specific tasks and methods that take into account the specifics of this industry. Here are some key aspects of personnel management in light industry enterprises. Recruitment and selection of personnel: determining the necessary qualifications for various positions.

Attracting talented professionals with experience in light industry.

Develop a network of professional contacts in the industry to find suitable candidates. Training and development: the development of training programs focused on the characteristics of light industry.



Support of employees in professional development and professional growth. The introduction of training in new technologies and processes in the industry. Motivation and stimulation: development of a system of motivation and stimulation of employees (bonuses, bonuses, incentives).

Adaptation of incentive measures to the specifics of light industry (for example, encouragement for achieving high quality standards).

Performance assessment: development of clear performance assessment criteria that take into account the characteristics of light industry.

Regular performance reviews and feedback for employees.

Safety and health: implementation of programs to ensure safe working conditions. Training of employees in safety and industrial hygiene rules. Team building and corporate culture: promoting a corporate culture that promotes effective collaboration. Organizing team building events to strengthen team relations. The use of technology: the introduction of information systems for personnel management, time management and other aspects of management.

The use of technology in employee training and development. Communication: establishing effective channels of communication between management and employees. Maintaining an open dialogue to solve problems and increase the level of engagement.

It is also important to take into account changes in technologies and market requirements in order to continuously optimize management practices and adapt to new challenges of the light industry.

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