

IMPROVING THE EFFICIENCY OF LEADER LABOR IN THE MODERN MANAGEMENT SYSTEM

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Abstract

In this article, the reserve of personnel in today's period of rapid information and globalization, in particular, the correct application of the KPI mechanism in the system of management personnel, in achieving the expected result, has a positive effect on the development of the state and society.

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The methodology for assessing the effectiveness of the management system is not regulated by any standards. Therefore, questions related to the problem of adequate and objective assessment, as well as Future Analysis of the effectiveness of the management system, will have a task form of theoretical and practical importance, and each enterprise will be faced with the need to choose a specific method of determining efficiency. When assessing the effectiveness of a quality management system, it is important to reveal all possible aspects of the company's activities, including each aspect in which the performance indicators of the entire system are highlighted. In general, the effectiveness of management system processes is one of the main indicators of the company. Thus, even with a result of 100 percent, it is impossible to stop at the achieved, since it is possible and necessary to constantly increase the effectiveness of the management system. After all, improving the efficiency of the management system-constant evolution.

The effectiveness of management systems is an indicator that reflects to what extent the planned activity is being carried out and the planned results are being achieved. In today's period, when labor relations are very fast and complex, a lot of importance is attached to further increase the labor force, in particular the efficiency of Personnel activities, the modern process of work and result-oriented management in labor relations. Therefore, the concept of CPI is widely used as a mechanism for measuring efficiency in the management personnel system of developed countries. A KPI (Key performance indicator) is a set in which the performance performance of an organization, department, or individual is assessed by being a key performance indicator. By harmonizing the system for assessing the effectiveness of the activities of civil servants with international rating and index indicators, the introduction of a system for assessing the effectiveness of the activities of executive bodies in each region and district allows to stimulate the effective organization of public services. KPI, originally created for enterprises engaged in economic activity, is an indicator of success in a particular activity or on the way to achieving certain goals. We can say that CPI is an indicator of the results achieved in practice, which is measured quantitatively and is evaluated by employers for their employees. Scientists who conducted large-scale research in this direction noted that when setting priorities for assessing the effectiveness of the activities of civil servants, attention should be paid to the

following aspects: - the content of the assessment of activity is associated with Virtue, ability, hard work, honesty and achievements; - the presence of secondary and tertiary indicators of the assessment of the activities of civil servants; - to consider virtue, diligence and honesty as a general norm-a general index; - also take into account personal standards when assessing abilities and different positions; - taking into account all aspects when giving a general and basic assessment; - assessment of the effectiveness of the activities of civil servants on the basis of technologies” assessment of goals “and” assessment of 360 degrees; - assessment on important performance indicators (Key Performance Indicators, KPI). Today, the KPI mechanism is widely used in the management personnel system of developed countries of the world. As the most successful examples of the introduction of new methods of assessing the effectiveness of the civil service, it is possible to list such developed countries as France, Australia, Canada, New Zealand and the Netherlands. In France, for example, for several years the system for assessing the effectiveness of the activities of civil servants (indicateurs clés de performance) has been used. In the experience of France, this monitoring is carried out regularly, when major reforms in the sector mainly come to a new government. President E. B the time of Macron, the civil service was being drastically reformed. In 2020, the Ministry of transformation and public service was created. The main task of this office is to ensure the implementation of the priorities of public policy in places and make the public service accessible to the people and to include digital technologies in the public service.

In this, each ministry determines the indicators itself. The effectiveness of civil service activities in France is conducted once a year by the inter-ministerial audit committee under the Ministry of transformation and civil service. This will affect the forecasts of the next year with its conclusions. This methodology comes from the development strategy of each ministry, and indicators are determined separately. Promotion of consequentialism is mainly achieved through promotion of office. In France, each ministry has a requirement to develop its own medium-and long-term strategies, making it mandatory for these strategies to set specific goals and indicators to evaluate them. In order to assess the results achieved, the method of assessment in the French management system is to evaluate the effectiveness of the activities of the deputy mayors of the self-municipality) by the end of each half year and organize their monitoring by the agency, However, the practice that will be introduced on the basis of the CPI in public administration is putting before us a number of problematic issues related to the organization of the management personnel system. First of all, the issue of setting specific, real and objective requirements in the development of CPI indicators. That is, youth employment is indicated as the most important indicators of efficiency established for the deputy governors of the district (city) for Youth Policy, Social Development and spiritual and educational work. And in the system of executive power, the Coordination of the activities of employment bodies stands in the authority of the first deputy for Finance-Economy and poverty reduction. The designation of clear, systematic indicators, which do not cause problematic situations in the designation of similar powers and obligations, allows the activities of the relevant leader to increase both efficiency indicators and to be assessed realistically and objectively. Second, define evaluation indicators.

Khwarazm region is the Land of the Koshkopir district, the population of which has different socio-economic living conditions. In itself, a different approach to the activities of the management personnel of these regions will also be necessary. Third, special attention to real and truthfulness will also be needed when setting forecast indicators for the activities of management personnel. It is desirable that, of course, along with the possibilities of the territory, processes of a universal and global scale are also taken into account. In place of the conclusion, it is worth noting that in today's period of rapid information and globalization, the reserve of personnel, in particular, the correct application of the KPI mechanism in the system of management personnel, has a positive effect in achieving the expected result, in the development of the state and society.

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