

**MANAGEMENT STYLES IN PERSONNEL MANAGEMENT, APPROACHES ON
THE EXAMPLE OF AN ENTERPRISE**

Juraeva Niginakhon

Ferghana state university teacher

Abstract: In this article enterprise in the example personnel in management applied main management styles analysis will be done and efficient approaches seeing will be released .

Key words : management styles , autocratic management , democratic management , liberal management , transformational management , many cultured management , personnel management , enterprise management , motivation.

Sign in . Personnel manage each how of the enterprise main from processes one is effective management from styles use of the enterprise common effectiveness directly effect shows . Modern management systems different styles apply through employees motivation increase their work productivity strengthen and own duties efficient to perform to achieve help gives

1. Autocratic (authoritarian) management style Autocratic management style leader by hard control and strictly command to give based on done is increased . This style basically more centralized and clearly made up in organizations is used on the ground employees of the leader instructions directly perform it is necessary Enterprise in the example , autocratic style work release processes strictly to standards depends has been in places , for example , industry in enterprises or safety systems with working in companies wide is used . Advantages : Fast decisions acceptance to do System and of order high level to be Safety and high precision demand to be done in the fields effective Disadvantages : Staff creativity and independent thinking limited . Employees between motivation decrease can

2. Democratic management style Democratic management in style leader decision acceptance in doing employees his opinion in consideration takes and collective to work big attention gives This in style management and employees between efficient communication is installed . Enterprise in the example , technological companies and creative in the fields democratic management more occurs because this in the fields creativity and collective cooperation necessary Advantages : Employees motivation high will be Decision acceptance to do in the process different thoughts in consideration get through problems efficient solution to do Innovative ideas and creativity support . Disadvantages : Resolution acceptance to do in the process excess time spending can Some cases units between conflict surface coming can

3. Liberal (laissez-faire) management Liberal management style in style leader to employees big level freedom gives a decision acceptance in doing to them trust means and at a minimum interferes . This is style more creative and high qualified employees has been in the fields used , for example , scientific research centers or technology in companies . Advantages : Employees creativity and independence increases . Freedom employees more responsible and initiative does High qualified employees own their work efficient manages Disadvantages : Control lack of because of to ineffectiveness take coming can Employees between space and wrong misunderstandings appear to be probability high

4. Transformational management style Transformational management style of the leader employees his own from behind follow them inspiration to give and them to develop directed . In this approach leader of employees professional growth and development big attention turns them encouraging them new goals puts Advantages : Employees to work has been interest and motivation increases . Innovations encourage and the team development provide The leader employees with directly connection is strengthened .

Disadvantages : From the leader high level leadership abilities demand will be done . A lot time and resources demand to do can

5. A lot cultured (multicultural) management style International enterprises and different to culture have employees working in organizations a lot cultured management style is used . In this style leader different cultures between balance keeps and their to himself special features in consideration takes Such approach international in companies wide is used . Advantages : Employees between cultural from diversity use through new ideas work exit The team integrity and global skills formation Disadvantages : Various cultures between misunderstandings and conflicts surface coming can

Literature analysis: Personnel in management management styles on the subject useful has been literature of the following consists of :

1. Drucker , P. (2018). The Practice of Management. HarperCollins.

This book of management main principles and practices analysis does He is the leader for important manual is considered and personnel in management efficient approaches about concepts gives

2. Robbins, SP, Coulter, M. (2020). Management. Pearson Education.

This is a book of management different styles and their real enterprise in examples to apply teaches . Especially personnel manage according to wide comprehensive approaches given .

3. Cotter , JP (1996). Leading Change. Harvard Business Review Press.

This work transformational management and changes manage approaches dedicated . In enterprises changes successful done increase according to recommendations own into takes

4. Yukl , G. (2013). Leadership in Organizations. Pearson.

Leadership and of management different different styles about in detail information gives Especially the leader the team manage abilities and to efficiency reach for management styles flexible apply methods about data there is .

5. Handy, C. (1993). Understanding Organizations. Penguin Business.

Organizations how performance , leadership styles and management approaches about in detail information given Organizations inside managers and personnel in management important approaches given .

6. Bass, BM, Avolio , BJ (1994). Improving Organizational Effectiveness through Transformational Leadership. Sage Publications. Transformational management about deep scientific research take went work being , he employees development and enterprises efficient manage methods teaches .

7. Blake, RR, Mouton, JS (1985). The Managerial Grid III: The Key to Leadership Excellence. Gulf Publishing.

Management grid model based on of leaders management styles analysis to do and this styles enterprise efficiency in increasing apply methods about written

This literature management styles in learning and in the enterprise efficient management system organize in doing hand will come

Conclusion . Personnel in management management style right selection enterprise to success big effect does Enterprise needs and of employees features suitable respectively management style apply through efficiency increase motivation strengthen and work processes optimization can Modern in management one how many styles harmonize and balance storage very important

Used literature

1. Drucker , P. (2018).

2. Robbins, SP, Coulter, M. (2020).

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4. Yukl , G. (2013).

5. Handy, C. (1993).

6. Bass, BM, Avolio , BJ (1994).
7. Blake, RR, Mouton, JS (1985)