

IMPORTANCE OF MANAGEMENT IN HUMAN RESOURCE MANAGEMENT

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Abstract: This article analyzes the role of leadership and management in the human resource management process and their impact on organizational efficiency. In modern management systems, a manager’s leadership skills, proper application of management methods, employee motivation, and team management are essential factors. Furthermore, leadership styles, management functions, and modern approaches to effective human resource management are discussed.

Keywords: human resources, leadership, management, administration, motivation, team, efficiency, HR management, manager, organization.

INTRODUCTION

Nowadays, organizational performance largely depends on effective human resource management. In the modern economy, alongside technology and capital, the human factor plays a crucial role. Therefore, leadership and management are essential in managing human resources.

Leadership is the ability to guide a team towards a common goal, while management involves planning, organizing, directing, and controlling organizational activities. When a manager demonstrates strong leadership skills, discipline, responsibility, and efficiency within the team improve.

Currently, merely giving orders is insufficient in human resource management. Managers must adopt a psychological approach, motivate employees, foster cooperation, and build trust. Thus, in modern HR systems, leadership and management are closely interrelated.

The purpose of this article is to examine the importance of leadership and management in human resource management and analyze their impact on organizational efficiency.

Management and Its Functions

Management is the process of effectively organizing organizational activities. Through management, organizational goals are defined and strategies for achieving them are developed. Modern management theory identifies several key functions, which are also critical in human resource management:

Planning — defining the organization’s future activities, setting objectives, and developing strategies to achieve them. Planning determines the number and qualifications of required employees.

Organizing — creating conditions for implementing plans, allocating tasks, and structuring employee activities. Each employee’s responsibilities and authority are clearly defined at this stage.

Directing — guiding employees’ activities, giving assignments, motivating them, and uniting them toward a common goal. Leadership skills are particularly important in this process.

Coordinating — aligning the activities of all departments and employees to ensure smooth cooperation and minimize conflicts.

Controlling — monitoring performance, comparing results with plans, identifying deficiencies, and taking corrective measures to ensure organizational efficiency.

Management Tasks in Human Resource Management

The above management functions are applied in human resource management through the following tasks:

- **Workforce planning** — determining the required number and qualifications of employees and forecasting future needs.
- **Employee selection** — identifying suitable candidates for vacant positions through interviews and tests.
- **Placement** — assigning selected employees to positions that match their skills and knowledge.
- **Training and development** — enhancing employees’ skills and competencies through workshops, seminars, and professional development programs.
- **Performance appraisal** — assessing employees’ work outcomes, analyzing performance, and planning future development.
- **Incentives and rewards** — motivating employees through financial and non-financial rewards and recognizing their contributions.

Proper application of management functions facilitates effective human resource management, contributing to organizational stability, increased productivity, and a positive work environment.

Leadership Concept and Its Importance

Leadership is the ability of a manager to inspire and guide a team. A leader is not only a person who gives orders but also one who motivates the team, solves problems, and provides direction. In modern management theory, leadership is a key component of human resource management. Organizational performance depends significantly on a manager’s leadership ability.

Leadership involves guiding the team toward common goals, inspiring employees, and utilizing their potential effectively. While a manager plans and controls, a leader directs the team and unites them toward achieving objectives. Therefore, in modern organizations, managers must also be effective leaders.

According to contemporary management theory, a leader should possess the following qualities:

- **Responsibility** — being accountable for decisions and team outcomes, creating a trustful environment.
- **Fairness** — treating all employees equally and maintaining objectivity in evaluations, fostering respect and reducing conflicts.
- **Communication skills** — effectively interacting with employees, listening to their opinions, and providing clear guidance.
- **Initiative** — proactively solving problems and implementing improvements to advance organizational development.
- **Decision-making ability** — making timely and accurate decisions in complex situations, which directly affects management effectiveness.
- **Team motivation** — inspiring and motivating employees to perform effectively and achieve high results.

Leadership styles reflect how a manager interacts with employees. The main leadership styles in management theory include:

- **Authoritarian leadership** — the manager makes all decisions and expects employees to follow orders. While it ensures discipline, it may reduce employee initiative.
- **Democratic leadership** — the manager considers team input in decision-making, involving employees in management processes. This style fosters trust and collaboration and is considered the most effective in modern organizations.
- **Laissez-faire leadership** — the manager provides significant freedom to employees and allows them to work independently. It can be effective in highly skilled teams but may lead to disorder if oversight is insufficient.

Leadership directly affects organizational efficiency and employee engagement. In modern management, democratic and collaborative leadership styles are preferred.

The Combined Role of Leadership and Management

Effective human resource management requires managers to be both administrators and leaders. Management ensures order, while leadership develops the team and motivates employees.

When leadership and management are applied together, organizations experience several positive outcomes:

- **A positive team environment** — leadership fosters trust, respect, and cooperation among team members.
- **Increased employee engagement** — motivated leaders inspire employees to work actively and enhance their professional skills.
- **Improved productivity** — effective management combined with motivating leadership enables employees to perform tasks efficiently and accurately.
- **Reduced conflicts** — leaders identify and resolve disagreements promptly, maintaining stability and discipline.
- **Enhanced organizational performance** — coordinated processes, motivated employees, and effective supervision lead to significant efficiency improvements.

It is important to note that neither management nor leadership alone can ensure organizational success. Their combined application enhances team morale, engagement, and overall performance.

Conclusion

In conclusion, leadership and management are crucial in human resource management. While management organizes organizational processes, leadership develops the team and enhances efficiency. Modern organizations require managers who are also effective leaders. Organizational success in the future will largely depend on the leadership potential of managers.

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