

BOARD OF DIRECTORS AND FUNCTIONS

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Abstract: An approach to setting goals from the point of view of current goals, that is, they are the goals of a department, the deadlines for their implementation, specific performers, specific activities, sources of resources, the justification of the implementation of the specified activities, guarantees the increase of management reliability at all levels and levels, the thoroughness of the entire administration's apparatus actions. determines to be.

Key words: prospective (perspective) goals, clarity, believability, autocracy - meritocracy - democracy, reputation - authority, person - person - personality individuality, psyche mental state psychology - consciousness, need - incentive - motive, cooperation - group - community, outlook - spirituality - trust, should be practical.

Any social work process, whether it is in a small circle; let it be in a large circle, it requires a lot of attention. Someone to the staff planning, delegating tasks, monitoring their execution, encouraging people to work, their efforts should be coordinated. Our people say "one leader for ten birders". He didn't create the phrase for nothing. In the past, during the time of the Soviets, leadership was carried out from above. At the beginning of the year, sow such a crop, sow in so many areas, get so many harvests, so much money, work, product cost, price, labor the level of productivity, the wage fund, and the number of workers were strictly determined from above. It is clear to all of us that such methods of administrative control have encouraged common sense, initiative, and entrepreneurship. [22]. A goal is a goal, a goal, that is, to achieve one or another intention; a common dream envisioned for. It is this goal that directs a person's activities and dreams to fulfillment. We first define our goal, and then our goal:

- prepares our future actions in advance;
 - determines the priority direction of our activity;
 - clarify our activities; so^aga, directs to work;
 - determining the level of necessity of this or that activity
- gives;
- determines the standard of assessment of our final result and the purpose is scientifically based and determined is very important for farming. Because according to this purpose:
 - functions of shunting;
 - farming methods;
 - the structural composition of botshchari;
 - as important as designation of positions and selection of personnel
- issues are resolved.

From the point of view of current standards in setting standards approach, i.e., the objectives of each division, their implementation deadlines, specific performers, activities with a specific purpose, sources of resources, justification of the implementation of the specified activities giving guarantees to increase the reliability of management at all levels and levels, the entire management apparatus

Determines the thoroughness of his actions.

Professional (prospective) goals mean five years or more k^prots is understood as the goals to be realized during the period. For example, "Personnel" developed in our republic. The implementation of the National Training Program includes a three-stage period with the ultimate goal:

- 1997-2001 — reform of the existing personnel training system on the basis of maintaining the positive competence
Creation of LEGAL, personnel, scientific-methodical, financial-material conditions for development.
- 2001-2005 - full implementation of the national program, development of the cocktail market and introduction of specifics into it, taking into account the real socio-economic conditions.
- 2005 and later years — planned experience;

in accordance with the country's socio-economic development prospects on the basis of analysis and generalization; improvement and further development of personnel training system¹. Continuous goals are those that are accepted every day the usual purposes to be carried out are understood. For example, increase productivity, strengthen discipline, teach Reducing the cost of the product and increasing the quality of the product are regular, daily goals. Opportunity goals mean solving a problem It is understood that the purposes that appear in the ends of the necessity have ended. For example, re-equipment of the enterprise, renewal of facilities, change of production specialization it appears depending on the dual necessity of production.

There is a need for one-time measures in the management process can stand. Such goals are usually put forward to solve an unexpected, extraordinary problem for the enterprise. This purpose, for example, in the event of a natural disaster It can be in the form of allocating necessary funds to eliminate this disaster.

Innovative goals are the development of a new product,

The third step is to introduce new technology

are group goals. For example, the goal of the employees of the research department may be as follows: "Export by July 1

to provide testing of three types of new products designed for

The more complex the goal, the more challenging or innovative it can be for the developer. However, one goal may be simple for someone, problematic for another, or even innovative. One of the goals is that

he knows the methods of solving perfectly, that is, his knowledge and skill are sufficient, and he solves it without any trouble.

For example, if it is a simple task for an employee of the marketing department to "deliver goods for sale in the quarter", then selling This is a problem for a department employee.

The fourth group* goals are the goals of improving the skills of the company's employees, which are regularly implemented on the basis of a long-term (strategic) plan. For example, "In 3-5 years, 20% of the company's employees will improve their qualifications."

[26]. The effectiveness of the general purpose of the enterprise is individual, i.e *the extent to which each employee's goal is defined and depends on how effective it is. Because of this *in relation to the goal set for each employee requirements are burned.

[27]. The goal, in particular, the general (main) goal is a very comprehensive and very complex category. It has the following qualities

- subordination;
- spreading;
- to be in a relationship.

Goal setting means setting a goal and making it happen

It is understood that the increase depends on the existing conditions, or the strategic goal depends on a number of tactical goals, and the prospective goal on medium and short-term goals, and the subordination of one goal to another goal.

The quality of the goal's spread is its

- by its nature;
- according to the implementation period (time);
- steps according to this;
- The quality of sharing a goal in a mutual relationship (connection) means its chaining and ranking in terms of importance. This type of goal is a ranking of all local, private and individual goals by priority, as well as allows to develop specific practical measures for the implementation of these goals.

[28]. The fact that the goal has a certain hierarchy, that is, one goal is subordinated to another goal, the higher goal has subordinate goals, the interaction of goals with each other creates the need for some kind of regulation. To perform such a task, a special method called "goal tree" is used in management science.

A "goal tree" is a graphic representation of the relationship between goals and the means to achieve them.

It allows you to imagine a complete picture of the interaction of future events, get a list of concrete tasks and get information about their relative importance. It ensures the communication of the objectives directly to the executors by creating alignment between the organizational structure and the structure of objectives.

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