

MOTIVATION AND MOTIVES IN IMPROVING PERSONNEL EXPERIENCE

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Abstract: In this cited article, motivation, increasing motivation, mechanisms of personnel work, theoretical aspects, essence, content and structure of the motivation process are discussed.

Key words: Motivation, mechanism, labor process, employee, motive, incentive.

The basis of any organization and its main asset are people. A good organization strives to maximize the potential of its employees, creates all conditions for the full return of workers to the workplace and rapid development of their potential. In its most general form, a person's motivation for activity is understood as a set of driving forces that encourage a person to perform certain actions. These forces are outside and inside a person and force him to perform certain actions consciously or unconsciously. Of course, this process is inextricably linked with concepts such as motive and motivation. A motive is something that causes certain actions in a person. A motive is "inside" a person, has a "personal" character, depends on many external and internal factors in relation to a person, as well as the action of other motives that appear parallel to it.

A person can influence his motives, slow down his actions, or even exclude them from his motivational complex. Motivation is a combination of internal and external driving forces that encourage a person to act, determine the limits and forms of activity, and are directed to achieve certain goals of this activity. The influence of motivation on human behavior depends on many factors, in many ways it can change individually under the influence of feedback from human activities and motives. The key to effective management of employees can be the knowledge of what drives a person in his work. A person is a pledge of his needs, motives, values. Work motivation is the employee's desire to satisfy his needs through work. The concept of work motivation includes:

1. The need that the employee wants to satisfy;
2. Goods or work that can satisfy this need;
3. Labor movement necessary to achieve good;

4. Costs of a material and moral nature related to the implementation of price-labor movement.

In order to increase the motivation of personnel, it is necessary to take into account their wishes. Because every employee has his own opinion and strength. As they work, they want to be paid according to their work, to receive incentives, to be well-regarded, and to be respected. Therefore, in order to increase the motivation of personnel, the following situations are important:

1. Financial incentive

Salary, including basic (work rate, time-based salary) and additional rewards _ for professional skills, for part-time work, for night work, etc.);

Bonuses are one-time payments from the profit of the organization (salary, bonus, annual, half-yearly, New Year's bonuses, service, length of service)

Payment of transport costs or service in own transport - allocation of funds for payment of transport costs;

Scholarship programs - allocation of funds to cover educational expenses.

2. Conditional financial incentives

Preferential ways of paying savings funds;

Medical service programs - organization of medical assistance or conclusion of contracts with medical institutions, allocation of funds for these purposes;

Housing programs - construction of own housing or allocation of funds on the basis of a share; Children's education or training programs - allocation of funds for children's education.

The goal of increasing the motivation of personnel in the courts is to add strength to their work, increase their energy, and increase the quantity and quality. The purpose of motivation is to encourage a person to work better and more. Starting with the founder of scientific management, F. Taylor, the problems of cooperation between employers and workers, their training, the division of labor and responsibility between the enterprise administration and workers were previously discussed. Many scientists have contributed to the theory of motivation. K. Madsen assumes that people are driven by the following needs:

Organic - hunger, thirst, sexual desire, maternal feeling, feeling of pain, coldness, need for secretion, etc.;

Emotional security, aggressiveness and striving to realize fighting qualities; In social relations, power, activity;

Active - in experience, physical, intellectual, emotional, complex activity. Fulfilling these needs, according to Madsen, leads to job satisfaction.

Promotion as a method of motivating personnel consists of having a specific goal-oriented influence on their behavior using motives, influencing the conditions of life activities. In addition, nowadays, psychological training is also used to increase the motivation of personnel. They are also given various motivational videos, exercises, and assignments. Through these, each staff will be able to gain new strength and energy. For example, in order to increase the motivation of personnel, it is necessary to listen to their opinions and take into account their suggestions. Every employee will have to try in practice what he learned during training. In such situations, it is necessary to help personnel and provide them with their necessary needs. Currently, each court is trying to separate itself with its own work style and reforms.

But they often focus only on development, not on employees. As a result, people's interest and passion for work decreases. Methods of expanding the volume of work and enriching its content will eliminate the negative consequences of burnout and the decrease in labor productivity associated with them. One way to do this is to increase the scope of work in order to reduce the tedium of work. This allows the employee to solve various tasks related to each other at the level of his professional competence. This method means to increase the creative activity of employees, to create all conditions for talented people to show their potential, and at the same time to combine the efforts and aspirations of individual employees to the common goal of the team. Thus, for the successful development of the organization, it is necessary to develop, use and improve special methods and measures of personnel selection, training, evaluation and motivation, management, that is, the organization of these processes.

Taken together, these methods, activities, and programs constitute human resource management systems. Traditionally, there are four such systems, which correspond to the main tasks of human resources management - these systems are the selection of personnel, training and improvement of personnel's skills, their assessment and motivation. It is extremely important to encourage the work of employees in organizations and thereby increase labor productivity. Because labor productivity is a developing indicator. It is constantly changing under the influence of many reasons and factors. Some of them help increase labor productivity, while others can cause it to decrease. In addition, the level and growth of labor productivity can be influenced by the conditions of the labor process. If the conditions are favorable, the effect of one or another factor will be strengthened, or if the conditions are unfavorable, this effect will be weakened.

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