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THE NATURE AND REQUIREMENTS OF MANAGEMENT DECISIONS

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ABOUT ARTICLE

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Abstract: In this article, I have provided necessary information about the essence of decision-making in the field of management and its requirements. that is, it should be a decision that will benefit the activities of that organization in the future. That's why I personally think that the decision taken by the leader can solve many things, the article emphasizes exactly such cases.

INTRODUCTION

A decision is the choice of a specific course of action to be taken. In other words, a decision is to come to a stop or a certain opinion in choosing one or another way. Each of us makes tens-hundreds of such decisions in a day, and thousands-thousands in a lifetime. For example, choosing which clothes to wear from the clothes rack, which food from the menu, the type of transport to get to the destination, choosing the profession, etc. We can cite many such examples. The need to make a decision arises as a result of the existence of the existing situation, which does not match the necessary situation. For example, the price fixed by the state cannot fulfill its function in the conditions of the market economy. For this reason, a decision is made to liberalize prices. It arises when there are alternative ways of making a decision, and the leader chooses one of them, the most acceptable. In order to find the most effective decision option, the leader should follow the proverb "seven measures and one person". Decision-making is a concern that always occupies the manager's mind. The manager makes decisions on a wide variety of issues - production and personnel, organizational and economic issues. The manager can take the decision on the basis of individual leadership, involving assistants and the public. Any management decision is considered appropriate only if it is effective.

Strategic decision is important in achieving the goal. It is accepted by the higher management bodies for the purpose of developing basic and perspective programs. Such programs include:

1. Deepening of privatization processes.
2. Formation of competitive environment.
3. Achieving deep structural changes.
4. Programs such as small and private business development are an example.

Tactical decisions are current, quick decisions about the means and methods of achieving a goal. For example:

- Creation and implementation of current plans of the enterprise, firm.
- Resolving personnel issues, etc.

These decisions are made by top and middle managers for a period of up to two years. General decisions are related to the same problem and apply equally to all levels. For example, the beginning and end of the working day, lunch time, salary payment periods and other breaks. Special decisions are related to a narrow problem and are made in relation to a specific department of the enterprise or a group of employees. Stereotyped decisions are usually rigid. It is accepted within the framework of guidelines and regulatory documents. Such decisions are sometimes made on a daily basis, sometimes on issues, but changes are mainly related to deadlines, some quality parameters, and performers. The leader usually makes stereotypical decisions without much preparation. Such decisions can include the orders issued in connection with hiring and firing of employees, management of the company's activities as described in the pamphlet. Initiative decisions are decisions that, according to their description, have a perspective, according to the content of the conflict. Such decisions require careful detailed study of the situation, basing on special observational materials, special calculations. Proactive decisions are based on free movement. Conventional decisions are decisions made in routine situations. Their scope is known in advance. An example of this is decisions related to the adoption of the production program of an enterprise or firm. Recommended decisions are close to initiative decisions in their essence, and recommendations to improve the enterprise's activities are reflected in them. Specific decisions are Acceptable only if information is available. Therefore, the probability of the implementation of such decisions is close to the same. Uncertain decisions are decisions made with risk - based on incomplete information. In other words, such decisions are decisions taken at risk when there is no possibility to evaluate the expected result. An urgent (operational) decision is issued for immediate execution. For example, in the case of a natural disaster, the decisions taken on its elimination are included in the series of such decisions. Regular decisions are issued within the specified periods. For example, decisions taken regarding the end of economic activities (decade, month, quarter of the year, semi-annual, nine-month and annual) can be an example of such decisions. Decisions made include unilateral and unanimous decisions. But decisions based on a monopoly are often criticized. The reason is that in most cases, the leader makes a decision based on sole leadership in order to show off. 80-90 percent of such a leader's activity is based on command. This causes tension in the team. As long as management decisions are not made based on the opinion of the team, the tension of the relationship between the manager and subordinates, the loss of mutual trust, and the emergence of conflicts are inevitable. occurs when there are no "Coalitions" in the display groups.

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