

MANAGEMENT IN THE HEALTHCARE SYSTEM

Makhmadmurodova Samiya Khidir Qizi**Student 411th group of Medical Faculty of****Samarkand State Medical University****Khakimova Khonbuvi Khakimovna****Senior Lecturer, Department of Public Health****and ManagementhealthCammy**

Abstract. The Office of a Medical Organization requires a special approach due to the specificity of the product being produced to the market - medical services. Social significance of medical business dictates the use of special methods of management. While in modern companies, they argue about collective management, quality management and project management, most health organizations in Uzbekistan continue to work according to the Taylor model, adhering to tough subordination. It is necessary to note the importance of high-quality training of medical personnel and highly qualified management personnel, the activities of which will depend on the state of protection and health promotion of our country.

Abstract: Managing A Medical Organization Requires a Special Approach Due to the Specificity of the Product Being Released To The Market - a Medical Service. The Social Significance of the Medical Business Dictates The Use of Special Management Methods. While Modern Company Talk About Collective Management, Quality Management and Project Management, Most Healthcare Organizations in Uzbekistan Continue to Work According to the Taylor Model, Adhering to Strict Subordination. IT IS Necessary to Note The Importance of High-Quality Training of Medical Personnel and Highly Qualified Management Personnel, On Whose Activities The State of Protecting and Promoting The Health of the Population of Our Country Will Depend.

Key Words: Management, Medical Services, Model, Health Protection and Promotion, Economics, Manager, Management Personnel.

Introduction. President of the American Management Association I rope that management is not the management of things, but the impact on people. This is the art of getting the necessary things by managing people. Management (from English. "manage»To manage) - this is the ability to achieve goals, using work, intelligence and motives of the behavior of otherspeople. Management is an enterprise management system aimed at meeting social needs

through the production of goods and services in market management. In modern language, the word "Management" is used much more widely of this definition: - This is the science of management, that is, the area of human knowledge, theory that helps to implement this function; - this is a function, type of activity in managing people, the art of performance of work, process; - this is a certain category of people, the social layer of those who work on the management, cohort of modern managers (a set of managers); - This is an organ or control unit. Basic concepts and managerial management categories in health care. The need to introduce this section to the textbook is dictated by the need for the development of a general language, both for managers and to develop conceptual approaches to the communication of managers and specialists of the medical services industry at various levels of management. The concepts and categories from the concept of definitions for the statistics of medical services recommended by the World Health Organization are based. Definition of management in healthcare. Is it possible to unambiguously answer the question, what includes the concept of "health management"? In someone, it is associated with the obtained medical procedures in hospital wards, with medicines, physiotherapy, for others it is hopes for improved health, for third-party treatment in foreign clinics. And they are all right, because management in health care (management of medical services) is extremely diverse. Efficient use of resources is impossible without competent managers who are able to solve current goals and the problem, set in the industry. One of the trends of the development of modern society and public relations - экономизация A number of spheres of life, etc. The penetration of the economy into these areas. The connection of health care with economies, economic and financial processes is becoming more and more cramped. At the same time, the dependence of health protection from its provision of economic resources increases and the impact of the state of health of people on economic results, achieved in countries, regions, economic sectors increases

The purpose of the study. To analyze the preparation of management personnel for the health sector.

Research tasks.

1. Consider the management personnel training system for health care.
2. Remove the features of training management personnel for health care.
3. Give recommendations for improving the training of management personnel for health care.

Materials and methods. The author uses theoretical and empirical scientific research methods. The work uses methods of synthesis, comparisons, generalizations, formalization,

analysis of secondary sources, etc. Scientific publications and publications were investigated. Regulatory acts freeInternet resources,Prints, etc.

The results of the studies.

"Management is a specific type of activity that meets the objective needs of social production in determining the goals of its operation and effective development, in the development of the necessary funds and how to achieve them, as well as in coordinating the efforts of all production participants to obtain results corresponding to the goals".The main purpose of management is to ensure effective use of resources: finance, technologies, people, time. For this, managers assume specific tasks.For instance:

- organize the production of goods or the provision of services;
- Develop a system of staff motivation;
- analyze the demand, target audience;
- optimize business processes, production costs;
- Pick up staff in the department, company;
- Develop a strategy for the development of a department or company;
- Evaluate the necessary resources, find them;
- control the quality of work;
- develop regulations for employees;
- Automate processes, introduce innovation.

If the company is small, the manager combines the tasks. If large, tasks are often distributed among different people. For example, the HR manager is engaged in the hiring and development of the motivation system for employees, and the automation and development manager.You can manage a project, for example, to develop a site for the company corporation. From here - different types of management. We will analyze the main of them.This concept includes project planning, team formation, distribution Tasks, control of results.The project is the process of creating a new product or achieving a unique result. For example, a project can be considered to develop a new site, organization of the event, writing a study. Projects leadprodzhekt-managers. Their main task is to complete the project on time. At the same time, it is important to meet the interests of all sides: the company, the client, the team.

This is the management of operating processes and resources within the company to ensure efficient production of goods, services. Operating managers control processes and continuously improveих.чтоRead the process? For example, there is a website development

process. It is adjacent and repeated: you regularly develop websites for customers, you know who, what is responsible for how work is built. At the same time, the creation of each new site is a separate project, since the task is to realize everything from scratch, invent the concept, render Design mockups and so forth. In Modern language, the word "management" is used much more widely of this definition:

- this is a management science, i.e. the area of human knowledge, theory that helps to implement this function;

- this is a function, type of activity in managing people, the art of performance of work, process;

- this is a certain category of people, the social layer of those who work on the management, cohort of modern managers (a set of managers);

- This is an organ or control unit. The manager is a specialist who is hired for organization and management. In healthcare conditions, it is quite acceptable to be quite acceptable to name the older nurse, as well as the head of the department. Management is the process of planning an organization, motivation, control required in order to formulate and achieve the organization's goal, this is a special function of the head and guiding activities. Management should be aimed at success and survival in a market economy. It is important to note the role of the head of the medical institution as a manager. At the present stage, this role is determined by the following factors:

- the emergence of the labor market, goods and services that will be sold and bought;

- the need to interact with market structures;

- the dependence of the health care system from local authorities, which determine the volume of local financing of the industry;

- responsibility for achieving specific, planned results of the activities of the LPU and for the effective use of resources. At the present stage it is important to move from the administrative management system to social standards based on a common economic sense, not forgetting about morality. Hierarchy over time will go back to the background, giving way to culture and market. Each head of the LPU, and, especially the main doctors, it is necessary to create new personnel management services that arise as a rule, on the basis of traditional services - personnel departments, labor organization, wages, labor protection and safety and other tasks of new Services are to implement personnel policies and coordination of labor management activities in the institution. The basis of the activities of a medical organization is the timely and qualitative provision of highly qualified medical care to the population. Quality

management systems allow you to improve this quality and the degree of patient satisfaction. Management, being a public institution, especially takes care of the performance of resources. It is he who is responsible for Organization of economic development, so it reflects the basic spirit of the modern era. Management is actually necessary, so he, arising, developed so quickly and practically without any opposition.

The management of a medical organization involves two qualities: the ability to remove, watch "from height" and the ability to take responsibility for the results of subordinates. The head assumes not only his mistakes, but also the mistakes of his employees, it is necessary to act, organizing them, managing their working time, activities and results. Only focusing on the "tomorrow", you can demonstrate their management abilities: anticipate the coming changes, manage potential conflicts, stimulate the activity of employees, demonstrate leadership qualities, etc. In modern conditions, management Medical organizations involves the transformation of the highest levels in management, management can no longer be just doctors, but should own the entire arsenal of management tools. By taking a leadership position, a person, in fact, ceases to be a doctor, but becomes a health manager - the hired professional manager, in its activities, economic and management knowledge should occupy a leading place. Skills of competent management of personnel, financial and material resources of a medical organization are needed. The analysis of the training of management personnel for the health sector has shown the importance of obtaining special management on management. Professional training of management personnel in the field of health assumes the development of the main educational programs in which the activities, competence, knowledge, skills and organizational and methodological support of the educational process are identified, which allows the training program in the direction "Management. "When planning and organizing work, the head determines that it should specifically perform a bottom organization when, as and who, in his opinion, should do this. If the choice of these decisions is made effectively, the head is able to coordinate the efforts of many people and to fulfill the potential of the employee group. Unfortunately, the leaders often mistakenly believe that if a certain organizational structure or some kind of activity is perfectly "work" on paper, then they will also "work" and in life. But this is not so. To effectively move towards the goal, the head must coordinate the work and make people perform it. Managers are often referred to as executive leaders, because the main meaning of their activities is to ensure the execution of the robots of the bottom organization. Managers embody their decisions in business, applying the basic principles of

motivation in practice. Medical organization management involves two qualities: the ability to remove View "From the height" and the ability to take responsibility for the results of subordinates. The head assumes not only his mistakes, but also the mistakes of his employees, it is necessary to act, organizing them, managing their working time, activities and results. Only focusing on the "tomorrow", you can demonstrate their management abilities: anticipate the coming changes, manage potential conflicts, stimulate the activity of employees, demonstrate leadership qualities and others.

Conclusions: Lead is to ensure implementation today, but at the same time think about how to do tomorrow. This means to think differently to act differently, guided by the main principle in the field of health: first of all - satisfaction need spatients. In such aIn the preparation of medical personnel, not only specialized state educational institutions of secondary and higher professional medical education should be involved in the preparation of medical personnel, but also profile business schools. Since the preparation of management personnel for medical institutions is the sections of the restructuring of health care, such a systematic approach will provide an opportunity to provide the necessary level of not only professional, but also the business competencies necessary for modern medicine.

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