



THE EFFECTIVENESS OF MANAGEMENT BY OBJECTIVE (MBO) IN BUSINESS ORGANIZATIONS

Islam Djumaniyazov

Deputy Head of Financial Monitoring Department of the Central Bank of Uzbekistan

Prof.Dr. Victor Randall

Program Director at the Coburg University of applied sciences and arts

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<p>Received: 6th March 2022 Accepted: 6th April 2022 Published: 17th May 2022</p>	<p>Management by objectives acts as the major tool of action for the performance analysis of the organization requirement of the employees in any range of business environment. From the inception stage of employee in the organization they need to calculate and measures the performance reviews with a knowledge and learning aspects of the national bank of Uzbekistan. The study focuses on the national banking system of the employee's performance, and the standards of the work orientation in the organization. MBO has been used in Organization more than last four decades since it was introduced by Drucker in 1954. According to Bush's (1998) research about 60 per cent of the respondents indicated that they use MBO in their organizations. In Norway MBO is probably is most widespread short-term planning system. MBO is a tool that felt into disuse because its requirements do not fit in today's entrepreneurial culture. Regarding to different researchers, productivity and performance efficiency has been increased after the introduction of MBO and they found out that the impact of MBO was substantially greater where top-management commitment was high. All the departments of the organization need to involve in the study for the accurate rate of results and the implications of the knowledge activities in the learning environment of the business perspectives, and to reach the goal of the organization. The study also focuses on the presentations skills and the data analysis aspects of the different age groups, and deterministic levels of the management in the organization. It also covers the information from the banking sectors of the individualistic performance reviews, and the compensation benefits towards the growth of the organization and its improvement towards the business environment.</p>

Keywords: Management, MBO

INTRODUCTION

Every business organization requires the achievable and measurable goals of the industrial market. To reach their market trends most of the tools are been introduced into the management market study. One among them is the management by objectives - A powerful tool to analyze and evaluate the performance of every individual in the organization. This tool was coined by the Peter Drucker in the year 1950. Management by objectives is an influential tool for supporting the standards of the employees to reach the goals of the organizations. It also acts as the powerful tool to enrich the employee performance of the organization. Each and every individual goals and objectives are been achieved by using the MBO tool of management. This tool acts as the systematic approach in analysis the system of the work and determines the ways of actions to solve the time frame of the particular or the assigned work of management. They are some constraints need to be introduced in

the study like special, measurable, attainable, rational ways and time bound ways of choices need to observed and rectified in easy way of solving the puzzle in the industries. Andynash (2005) by these activities it gives the work flow more easily to the employees with the same constraint to the management. This tool of actions involves in the continuous supervising and the feedback to the employees to improve their performance standards and leads to the quality work of the organization.

RESULTS AND DISCUSSIONS

In today world of competitive discussions of the business organization MBO acts as the major tool to satisfy the employee relationship and the performance reviews in a mode of improvements. The results states that it acts as the application oriented tool and assumes like a prototype interface method of people learning activities and transactional elements of the current skills in the organization. Lawrence A.



(2009). Many more activities like the employee application in finding the performance standards with organizational corporate efforts and objectives of the organization.

This tool helps in analyzing the corrective measures of the employees with accurate technical aspects of the business objectives of the world class standards. Every organization standards will have the short term and long term measurement in achieving the performance standards with intrinsic environment. It used to check the factors like the motivation, formal organization rewards and structural resources of the employees performance in the company's management. Paul E., Vladmin P. (2010).

The positive environment in the discussing the performance reviews the organization and the management team need to find the perspectives of the competitive world of supportive culture of business market environment. The organization must be in a position to fill the employee satisfaction methods of cultural environment and also satisfies the needs of the employees. Some of the essential plans need to be considered for the effective implementation of work standards like the strategic and tactical plan with effective communication between every individual employee of the organization.

CONCLUSION

In conclusion, this study covers the fields of the key performance indicator with the usual work of the employees. It will be used to collect the factual information so as to categorize people and their situation. As well as, to gather straight forward information related to the management by objectives (MBO). Paul E., Vladmin P. (2010). To look a basic opinion of a group of customer's involves to a specific issue, to measure the contentment of the clients with a services and their efforts of improvement towards the organizational goals and standards of the real time business world.

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