

Teach future entrepreneurs manage team
Rakhmatullaeva D. (Republic of Uzbekistan)
Обучать будущих предпринимателей управлять в команде
Рахматуллаева Д. Р. (Республика Узбекистан)

*Рахматуллаева Дурдона Равшановна / Rakhmatullaeva Durdona - старший научный сотрудник, соискатель,
Институт повышения квалификации и переподготовки кадров системы среднего профессионального образования,
г. Ташкент, Республика Узбекистан*

Abstract: *the article reveals the basic pros and cons of teamwork; problems and complexities which may face the participants this or that command.*

Аннотация: *в статье раскрыты основные плюсы и минусы командной работы; проблемы и сложности, с которыми могут столкнуться участники той или иной команды.*

Keywords: *team, conflict, solving, brainstorming.*

Ключевые слово: *команда, конфликт, решения, мозговой штурм.*

Team activities of has always been demanded by and more effective compared with the activity of one person. Where several persons are working, productivity enhanced significantly. Therefore, especially in our time, the team is necessary for most activities. But no matter how great, nor look results the team, it also has its own nuances and obstacles.

Those who regulate all the problems and difficulties encountered in the command itself during the execution of various works, is its leader, the boss, the commander, the chief could be called as your heart desires. Head is the face of the team, in the first place it is and the results of its work done to her, he is also responsible for all the mistakes and shortcomings committed in collective activities. He is responsible for all regulation and resulting in the team conflict, because during such incidents subordinates refer to him. Leader actually assumes the role of a judge, who competently and with minimal disruption to others to solve the problem and at the same time it will involve in the process of solving all participants, thus more than uniting them with each other. But at the same time the leader cannot answer for the preferences and opinions of each individual member of the team, he only expresses any general conclusions.

Separately it is necessary to disassemble the side of conflict. The conflict is a phenomenon in itself inevitable, or at the very least, you need to make a huge amount of effort to avoid it. As a rule, part of the working time is spent on the conflict, most of the more-their decision. Conflicts also referred to the negative effects of dysfunctional, and they carry the destructive force for the team spirit.

Conflict resolution - a fairly easy task. Of course, if the conflict is small, the staff will be able to solve it yourself, for example, when both parties compromise (as one possible solution), or as one of the parties strongly deviates from the looming dispute [1]. If either side does not want to find a point of reconciliation, then head to take any action, such as coercion, when all take one point of view without considering the consequences. This is perhaps one of the radical measures. No one has canceled, and most common, but the effective apology, which helps to balance the situation. But, as mentioned above, the conflict is easier to prevent than to solve it, and it will make clear the rules of conduct, such as the unacceptability of foul language and non-discrimination or any other offense.

The advantage of teamwork before individual rather weighty. For example, to run any small business or conduct small business need a team, even a small one person cannot immediately take the position, for example, an administrator, a lawyer and a manager, as a long time he has been operating [2]. He will be a no-brainer enough time to perform all the work, not to mention the nervous stress and general fatigue. Therefore it is necessary that each position has been assigned a specific person, it will distribute the entire load, will significantly increase productivity. Naturally, we are not talking about service personnel. If we consider the larger enterprises, there team in any case is simply irreplaceable; with the implementation of large-scale work one person cannot cope physically. But to the team work was really productive, requires full commitment of all members of the case team, everyone here will have to give up any personal merit in favor of a common cause. If everyone will strive to work in the first place in their favor, then the team can just get a group is no related people who, in addition, certainly will not want to help others, to deserve any reward or gain other benefits. Therefore, ideally, it requires that the team was virtually a single organism, where each component is interconnected with all others.

An important factor is the relationship between the team members. If the implementation of a joint task, which requires a division into small groups to appoint people who do not have a very good relationship, it can greatly affect overall productivity. On the contrary, if one thing will be occupied by people, among whom are good and even friendly relationship, then there will be no excessive stress, participants will be in a relaxed state that a positive impact on the productivity of their work.

Now it is necessary to go by the methods of solving problems in groups. They represent the main difference and advantage over individual assignments. One of the most important methods is to brainstorm [3]. Its essence lies in the generation of ideas in large quantities, without focusing on their feasibility and other factors, all of this is already secondary, importantly, the number of the ideas themselves. Equally important is the record of all versions of all the participants, as may be the case that one person will refrain from the idea offers simply because of shyness. Thus, group problem solving is a creative process, it helps to develop the participants thinking outside the box and expand their horizons.

Summarizing, we can say that working in team requires the full commitment of all the participants without exception and a smooth and coordinated operation, which is also a challenge, but the successful implementation of its team will be able to achieve tremendous success and cope with the complexities of any level.

References

1. *Raximova D., Bekmurodov M.* Liderlik va tashkilot madaniyati. T.: “Akademiya”, 2006.
2. *Gulomov S. S.* Tadbirkorlik va kichik biznes. T.: “Sharq”, 2002. 230 b.
3. *Rasidov X.*, b.q. Kasbiy pedagogika. T.: OMKHTTKMOUQTI, 2007. B.199.