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## CADASTRAL SERVICE IN THE MANAGEMENT OF TOPOGRAPHIC AND GEODETIC WORKS

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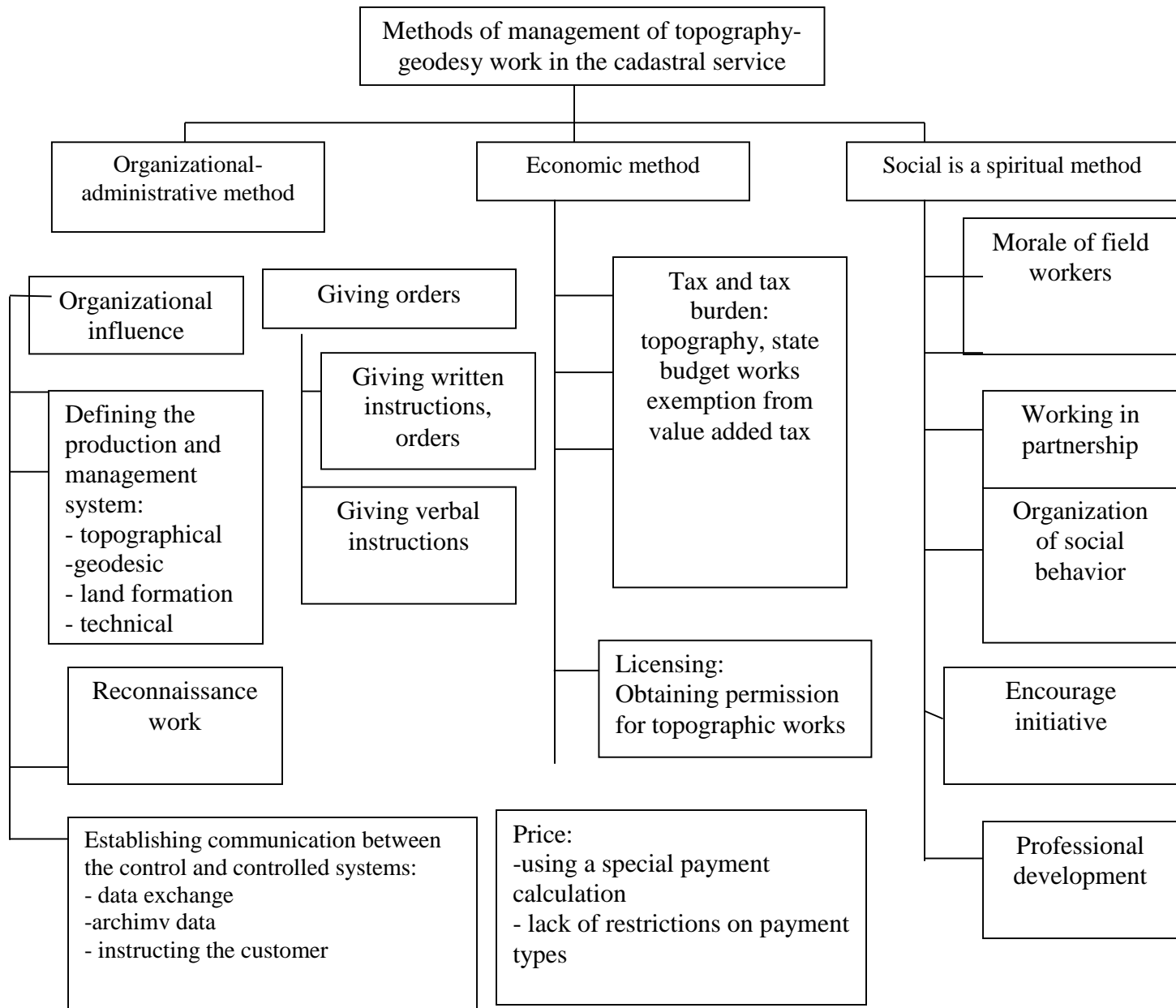
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**Abstract:** Management methods are methods of influencing employees and production teams as a whole, and these methods involve harmonizing the activities of these employees and teams in the process of achieving the set goals. Management methods are objectively derived from existing relationships in the production or service process.

The main task of economic management methods is to create and effectively use new methods of economic mechanisms, as well as an environment of interest, which allow to reduce the cost of a unit of produced product (service).

**Keywords:** Creating a specific structure of the control apparatus, determining the functions of each control joint, correct selection of personnel, issuing orders, orders and manuals, monitoring their implementation.

Management methods are methods of influencing employees and production teams as a whole, and these methods involve harmonizing the activities of these employees and teams in the process of achieving the set goals. Management methods are objectively derived from existing relationships in the production or service process. Management of topography-geodesy work in the cadastral service can be represented by the methods of form -1.



### Organizational and administrative methods of management.

Organizational-administrative methods occupy a special place in the system of management methods.

These methods include:

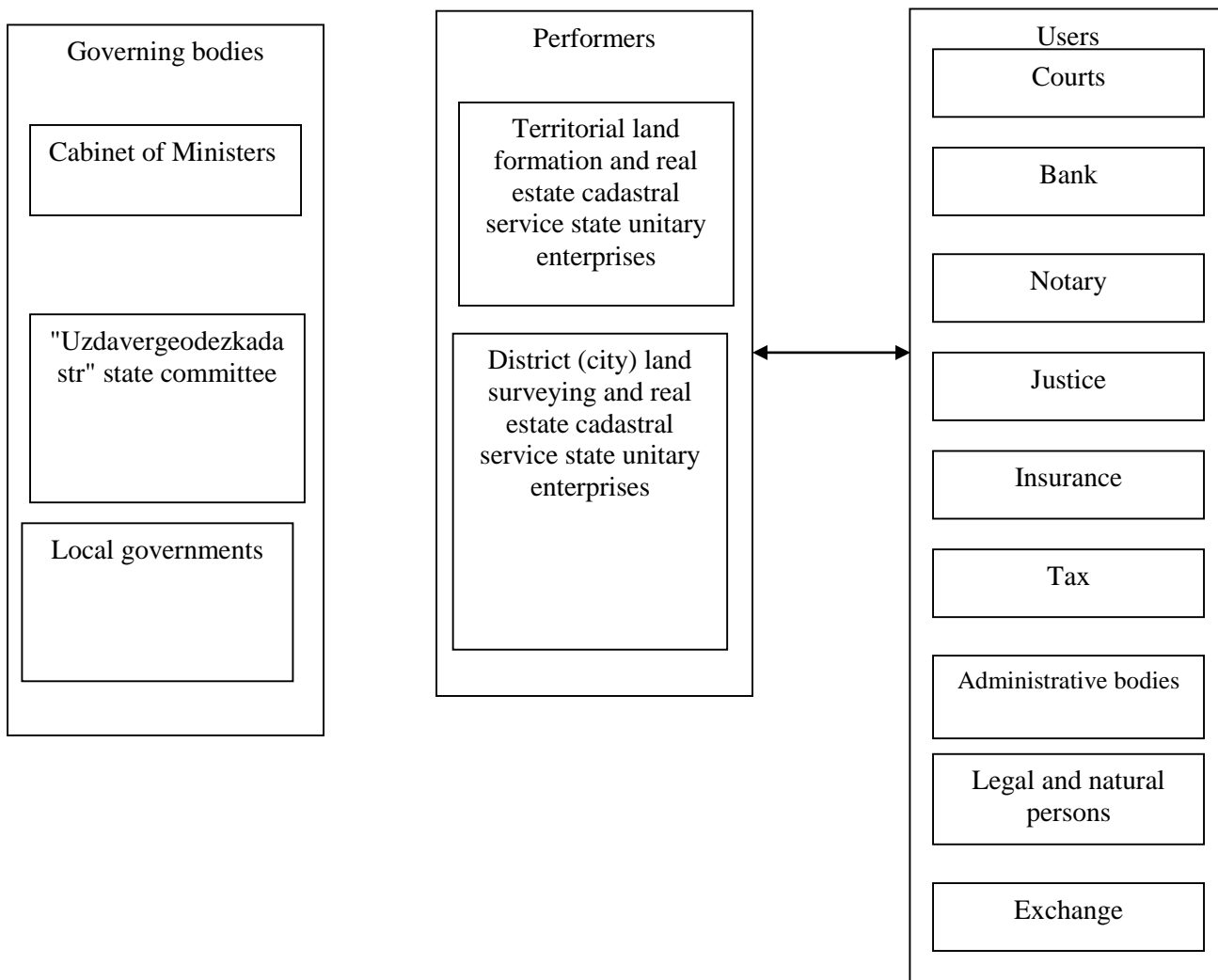
- Creating a specific structure of the control apparatus;
- Determining the functions of each control joint;
- Correct selection of personnel;

- Issuing orders, orders and manuals, monitoring their implementation;
- Apply mandatory measures against units and individuals who do not comply with assignments and directives.

Organizational-administrative methods are based on the authority of higher bodies and the subordination of lower bodies. Therefore, they are often called administrative methods. Higher administrative bodies develop procedures that are mandatory for the managed object, as well as issue orders to subordinate bodies (Figure - 2).

### Organizational-administrative management of cadastral service.

Figure -2



Organizational administrative methods of management are in two forms

(Figure - 3):

- Methods of organizational influence;
- Manifests in the form of command methods.

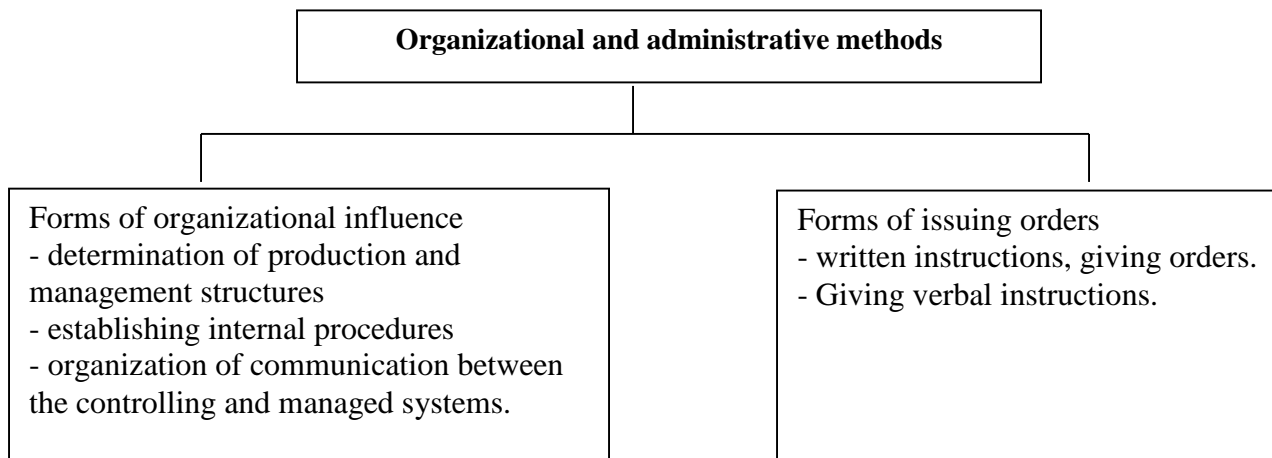


Figure – 3

In organizational methods, these two forms are used together, complement and develop each other. The combination of both forms should be optimal, taking into account the production conditions.

**Organizational influence, that is, the organization of the following various organizational measures.**

- To influence the organization of topographical, geodetic land surveying and financial affairs, timely development of the necessary design and technical tasks;
- Influencing the organization of cadastral surveying, land registration work in field conditions, organization of transport and household services;
- Influencing cadastral survey formalization work, providing computer and necessary equipment;

- Organizational influence on the "customer" and "executor", timely financial payment and timely quality of work.

2. Establish internal procedures:

- compliance with the rules of labor safety and environmental protection during cadastral surveying;
- registration of the cadastral survey based on the established instructions;
- to ensure the authenticity of the work done.

3. Optimum and intelligent installation between controlled and controlling systems:

- organization of information exchange with executors to ensure timely completion of land surveying, geodesy and topography works;
- organization of acquisition and use of archival information;
- ensuring the promptness of the information provided by the customer (through ready

instructions).

Influencing by means of orders consists in ensuring the current (harmonious) functioning of all management departments and bodies, which is achieved by means of publicized written and oral instructions, published in written form or oral orders.

### **Economic methods of management**

Economic methods of management are based on the use of economic interests. After all, the economic relations of any society are first of all manifested by interests. The benefits are threefold:

- Public interests;
- Community interests;
- Personal interests.

The problem of connecting these interests at a harmonious pace requires solving a number of problems, establishing relations that are in accordance with the conditions of each era.

The main task of economic management methods is to create and effectively use new methods of economic mechanisms, as well as an environment of interest, which allow to reduce the cost of a unit of produced product (service).

In this method, it is ensured that people work effectively by bringing out their personal and group interests. For this purpose, payment of additional wages, awards, and one-time large sums of money are important. Economic methods take the leading place among all methods of management. A leader of any level should be familiar with the content of this method and get them properly comfortable. The impact on the managed object through economic methods includes enterprises:

- To accept serious plans;
- More productive use of labor and financial resources;

- Introduction of new technologies;
- To increase labor productivity;
- Incentive to produce competitive products and there should be an advocate for that.

At the same time, the economic methods should be selected and applied in such a way that the interests of the whole society are respected, not only the interests of the teams and each employee. Let the event that is useful for an enterprise be useful for the state.

### **Economic methods of management include:**

- Loan and interest rate;
- Tax and tax burden;
- Duty payments;
- Subsidy and sanction;
- License;
- Transfer fees;
- Includes price, etc.

It is appropriate to use the following economic methods in the management of topographic-geodetic work in the cadastral service, including:

1. economic method of tax and tax burden
  - land cadastre executed at the expense of the state budget, land development works are exempt from paying value added tax done [3];
  - exempt topography works from value added tax done [3];
2. license economic method -
  - licensing of topographic works, to perform these works only authorized persons are allowed in turn sole executor that is, it leads to non-existence of competitors.
3. price-value economic method -
  - determination and estimation of work values for topographical, geodetic and cadastral works, the State Committees of the Republic of Uzbekistan "Ergeodezcadestr", "Elimination of monopoly, competition and entrepreneurship support" and "Ministry of Finance" dated July 27, 2012 87 -

based on the decision of the number, the implementation of the developed payment calculation and the lack of restrictions on the "customer" payment in cash, money transfer or plastic card payment according to the terms of payment will make it convenient for the customers, which in turn will lead to an increase in the number of customers of the enterprise and economic growth.

### Socio-spiritual methods of management

The main goal of social-spiritual methods is to create a healthy social-spiritual environment

in communities. In this way, it means to control people by satisfying their social (social) requirements, taking into account the character and psyche of people by influencing the socio-spiritual situation.

In other words, socio-psychological methods are methods based on the study of production teams, the "psychological situation" in them, the personal characteristics of each employee.

Socio-spiritual methods of management are aimed at solving the following problems:

1	Organization of labor teams taking into account the socio-psychological characteristics of people, such as abilities, customers, actions, etc. As a result, favorable conditions were created for team development and production efficiency.
2	It helps to establish and develop norms of social behavior, to support good and exemplary traditions and to introduce national customs, and to develop community consciousness.
3	It provides social development and people's aspiration, initiative, raising the level of general education, cultural, spiritual and educational growth, skill improvement, aesthetic development and creative attitude to work.
4	Satisfying people's cultural and social-household needs, for example, creates conditions for seeing houses, kindergartens, clubs, prephylactories, sports facilities, etc.
5	Work creates conditions for creating and maintaining a healthy socio-psychological environment in communities, consisting of demandingness, mutual support, intolerance to violators of discipline.
6	For people to be satisfied with their work, chosen specialty and profession. Creating conditions for increasing production efficiency and work quality.

### Management of topography-geodesy employees in the cadastral service

In today's practice, there are two different approaches to the problem of the employee and his management:

- Human resources management;

- Management of employees;

The concept of "human resource management" includes strategic aspects of management, as well as issues of social development, and they are given priority. The concept of "personnel management" means to

work quickly with more personnel.

Personnel management means a system of interlinked organizational, economic and social activities aimed at developing the potential of the people employed by the enterprise and using it effectively, creating the necessary conditions for their normal (moderate) activity. Such management is divided into functional and organizational management.

Functional management refers to issues

directly related to personnel issues, such as personnel selection, dismissal, training, salary, etc.

The concept of organizational management includes all individuals and institutions directly responsible for personnel work, that is, managers, personnel departments, trade unions, etc. The management of topography-geodesy employees in the cadastral service can be represented by the following form -4.

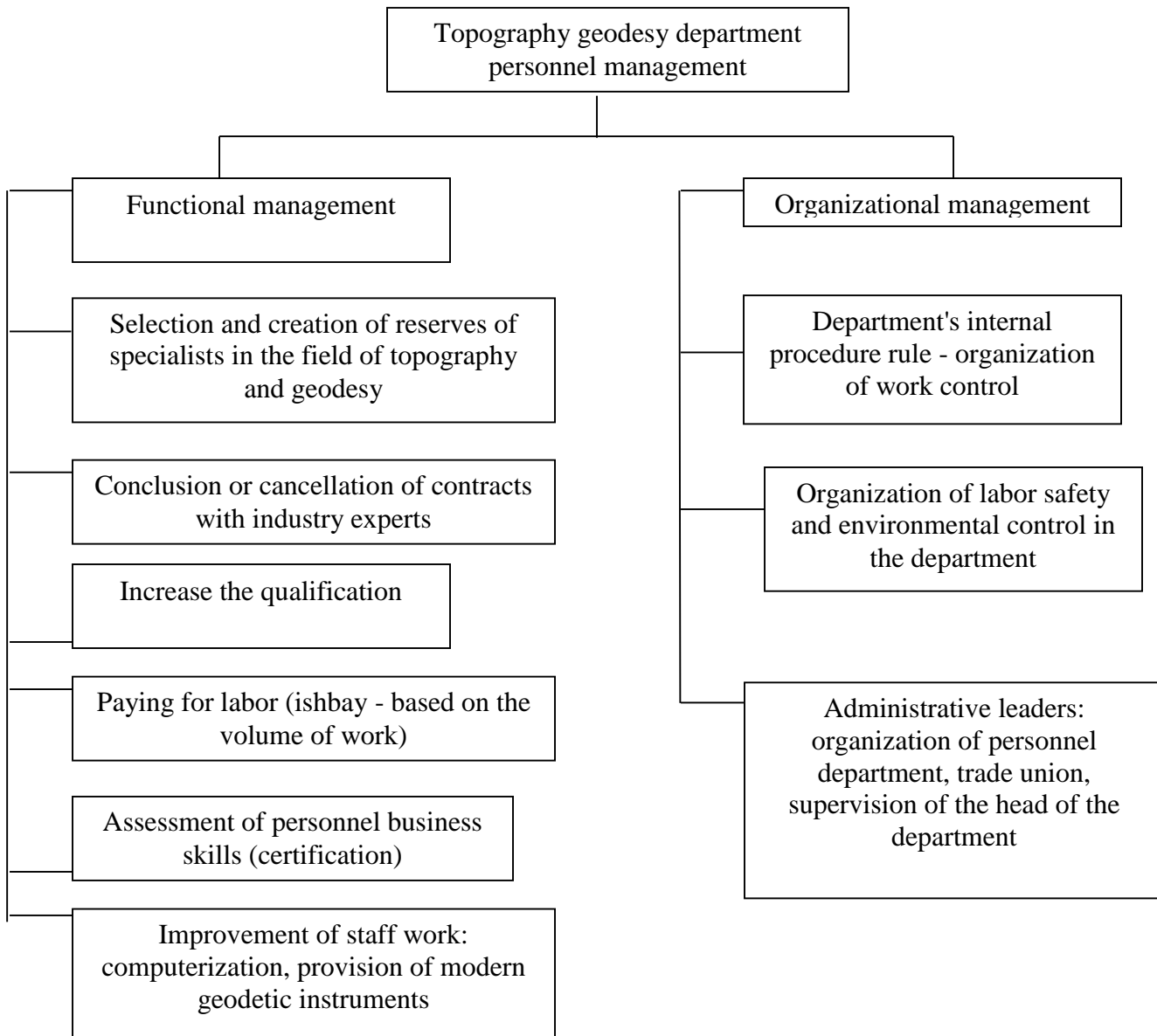


Figure -4



The issue of management of topographic geodetic works in the cadastral service is a process developed on the basis of the formalization of "cadastral documents" and state registration of the local cadastral services, and the management of this work process can be concluded as follows:

- taking into account that the local cadastral services carry out cadastral document registration on the basis of the "One Window" principle, a system of "cadastral document registration" will be developed using the "Linear Order Management" method. This system creates the opportunity and convenience for entrepreneurs to apply to one department and receive ready-made "cadastral documents" from this department;

- it is recognized that the production structure of the system representing the composition of "land surveying and cadastral surveying" work in the cadastral service is topography, geodesy and land surveying experts performing the stages of topography, geodesy and land surveying experts in the creation of the management structure;

- Among the above-mentioned organizational types of work management structures, "Linear structure" management, i.e., the system of managing department activities on the basis of sole leadership, corresponds to the work of the cadastral field, and this linear structure management is proposed;

- "organizational-administrative", "economic and socio-psychological" methods are used as a basis for the management of topography-geodesic work in the cadastral service, and the

structure of the work managed according to these methods is determined and the system is developed;

- "functional management" and "organizational management" methods are used as a basis for management of topography-geodesy employees in the cadastral service, and a system of controlled processes is developed for the implementation of these methods.

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