

## Review

### **of the article by Phd student Mirzabala Tabrik Poladov on the topic "Coaching in the workplace and its effects on the development of labor relations"**

With the introduction of the modern management approach, enterprises began to consider employees as one of the important, primary and value-added main resources of the processes, rather than just doing work and receiving a salary in return. Codes on work life began to be re-created, all systems and processes were exposed to different concepts, and relations on the basis of communication began to be redefined in different ways. By understanding the human-oriented specificity of labor relations, work life and the decisions made have been able to guide both employees, managers and organizations in a safe, happy, motivated and efficiency-oriented way from today to tomorrow. Leaders who lead their employees in labor relations, empathize by seeing that the development of their employees is equal to the development of the organization, and who can develop skills, are now not only manager, but also coach.

The article aims to examine the practice of coaching and its effects on managers and employees in the workplace. In this context, a study was conducted in the direction of coaching approaches of managers, how coaching approaches are evaluated by staff.

At the end of the article, the place of the coaching approach in terms of management theories, and then the importance of coaching in human resource management, and its effects on its functions, are given. After noting the relationship between labor relations and coaching management, the coaching process and the change coaching brings about in human resource management are explained.

Given the above, we can evaluate the article in this sequence:

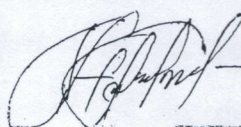
### Article rating table

	5-10 points	5-10 points	20-40 points	20-40 points
<b>For the compilation</b>	8			
<b>For the relevance of the topic</b>		10		
<b>For scientific novelty and innovation</b>			24	
<b>For practical significance</b>				26
<b>Total</b>	68 points			

Reviewer:

**Member of the Editorial Board of the journal,**

**Doctor of Economics, Professor**



**Rudenko Marina Nikolayevna**

