

"Community Education, Psychology and Social Studies"

Development of Leadership Activity in Management Processes

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Abstract. The article gives scientific practical suggestions and recommendations for the development of tariff and leadership activities on the concepts of management and management process.

Key words: Management, leader, result, personal, principle, identity, social, activity, responsibility.

Every person tries to make the sum of his social needs, tasks and assignments more effective, useful and beneficial. Instead, these actions are carried out in individual (singular) and collegial (collective) situations. Actions are characterized by the intended goal, actions to achieve the goal, and a principled approach to actions. It is known that it is easier to work alone, and any comfort, success and crisis in teamwork depends on the social environment of the team and the management ability of the person leading the team. Literally, the right management is considered in many ways. It is also natural to have a question. What is management?

Management is the process of purposeful and continuous influence of the management subject on the management object. [1:8] In a general sense, the subject of management is a leader, and the object of management is considered an employee. In this case, the leader acts as a decision-maker and responsible person for the benefit of the enterprise or organization, and the employee acts as an executive. While activities are carried out in a number of economic, scientific, production and service sectors in enterprises and organizations, the planned, coordinated, communicative management process is the basis of both the intended and achieved results of the activity.

The management process is a set of continuous interrelated actions to form and use the resources of the organization to achieve its goals. [2:180] First of all, it is the responsibility of the leader to direct the highlighted process, i.e. a set of continuous interrelated actions, in

order to achieve the goals. Therefore, it is necessary for a leader to always be in motion for development and to be able to ensure the positive consistency of his activities.

Regardless of the level of management, the leader is responsible for the results of his activities and the activities of the department he leads. The concept of "Leader's responsibility" was widely used in evaluating the management activities of officials and describing their attitude to the work assigned to them. Management represents the need for quality performance of all tasks that an official has realized and accepted. [3:7] In fact, first of all, the concepts of personal responsibility and responsibility should be formed in every leader. Because the position or title given to him is first of all a trust and a double responsibility. A responsible approach to the duty to justify the expressed trust is equal to half of the success of the organization. Therefore, "Leader's responsibility" is one of the most important concepts in the management process and leaders' activities.

The responsibility of the leader is one of the main signs of the leader's culture, it reflects his responsibility for a certain field, and differs from the responsibility of an individual, employee, by its scope and weight. Therefore, the responsibility of the leader has always been considered important. Responsibility is, first of all, a deep understanding of everyone's conscience, faith, and, moreover, their duty to others, community, society, Motherland, and nation. In general, responsibility is a sense of responsibility for the leader's task. A responsible leader is, first of all, demanding of himself and then of others. All the negative events in the leader's work are caused by the lack of this sense of responsibility. [4:19] Of course, a leader who is working hard can follow his employees to improve the quality of work and results. When the time comes, he can demand effective and useful work from his employees for the purpose of the enterprise or organization. The satisfaction of the demands of such leaders in such a situation is not the fulfillment of the personal orders of their employees who are superior to themselves, but despite being a leader, they act equally for the team and the organization as well as with the employees, who act as a role model for themselves, motivation. It arises from being together with the recipient.

Any leader should be able to think broadly and deeply, but also be agile and resourceful, active and ambitious. That's why we called leadership activity unity of thought and action. Thinking and action happen at the same time, the leader must think for himself, come to logical conclusions and start implementing them. [5:7] Avallo, the leader must have sufficient worldview, knowledge, experience and skills about the system and structure he is leading. In turn, it is also necessary to be ambitious and sharp in all aspects. For example, it is very important to understand the task of each employee, to provide them with practical help when the occasion calls for it. It follows from this that the leader must have acquired economic and legal knowledge, which is closely related to his work, not a specific field, but must be able to use information technologies and know a foreign language. All of the above are very important factors for leaders in the development of management and achieving the intended result. Any leader, no matter how experienced and knowledgeable he is, must approach decision-making and decision-making carefully during his career. The opinion of the public, i.e. members of the organization and employees, will be needed for this. The leader makes the final decision. But the intended goal and result will belong to the organization and the team. The above-mentioned tips to be given are called management tips in the management process.

Management consulting is an expert help to managers to change the development strategy, to solve complex problems in finding additional sources of growth. With this, he maintains a mechanism of self-organization and development. A consultant is a social manager, a carrier of universal and universal benefits, he adapts well to various aspects of community life.

In his advice on collective assessment of the situation in the organization, he uses the knowledge he has accumulated throughout his life. To solve the most complex issues, it attracts the highest class of experts and specialists. [6:62] Management tips can vary from industry to industry. However, its intended purpose is to use it in the development of the enterprise and organization. It is up to the consultants to ensure that the advice is always for development and profit. Management consultants are engaged by managers in different ways. They are likely to be recruited or selected from among the organization's employees. Advisors selected from among the employees serve as official and unofficial deputies. The scope and quality of advice should serve to eliminate existing problems and to keep development indicators high.

There are such objective and subjective factors in the professional development of a leader that prevent a person from growing in the field of management, and at the same time, they are the basis for him to show himself professionally again, to clarify his proportionality with the profession. Any professional crisis is a person's identification¹ with the profession is a conflict, in which the need of a person to express himself in a new way in the field of profession conflicts with the intention to preserve his previous identification. [7:65] Naturally, any movement, activity does not always go smoothly as it is thought. Situations that have a negative impact on work, personal and collective professionalism development are very common in leadership activities. It is very unfortunate that it is at the level of serious impact on their health. In order to avoid such situations, it is very important to strategically set up the management process. Because even a small mistake can have huge consequences. As mentioned, the main responsible is the leader. Therefore, in such cases, most of the burden falls on the leaders. Some managers try not to make mistakes as much as possible, but when the above situations arise, they start to solve the problem. Some leaders leave it all alone or apply for resignation. In fact, it is not surprising that barriers are another impetus for development. Because some leaders find a solution to the problem and get motivation from situations where they once again passed the school of experience for themselves. This creates the basis for the development of leadership to another level.

The President addresses the leaders with such thoughts. "It's a completely different thing to be demanding about work and touch other people's personalities. Do not forget that people can obey you at work, they have equal rights with you in any other matter. We all know well that our people are noble and honorable people. Our people can tolerate everything, but I say again and again, they cannot tolerate injustice and injustice. A real leader, a real leader, is not appointed to test the endurance of people, but to create suitable conditions for them and ease their burden. Leaders at all levels - be it a minister or governor, head of an office or organization, should set an example and example for everyone with their manners and culture". [8:27] These thoughts should serve for the leaders to think again and make appropriate conclusions for themselves. The point is that relative understanding is a narrow

¹ Identification - (lat. identificare - to identify, equate). Determining the identity of an object or a person in criminalistics based on a set of general and specific signs.

range of views and yesterday's trends do not correspond to today's situation at all. Leaders are no longer working for extravagant, extravagant careers. They do not receive their salaries sitting in their rooms at the appointed time. Leaders are entering society and people. The gradual disappearance of corruption, which is a deplorable condition that degenerates the society and the state, in the field of management, solving or considering problems and proposals on the spot is the basis for the expectation of growth in this field as well.

Of course, the development of any field is important for us. The development of leadership should be the main aspect in management processes. Because all spheres are interdependent and the basis of this dependence is the sphere of management. Therefore, a more in-depth study and implementation of the above-mentioned general thoughts, suggestions, and recommendations can give results in the field of management and in the leadership process.

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