

DEVELOPMENT OF LEADERSHIP AND MANAGEMENT SKILLS FOR STUDENTS IN MODERN EDUCATION CONDITIONS

N. K. Tojiboeva
TSPU, Basic Doctoral Student

Abstract

This article aims at justifying the social need for future leadership and leadership skills, and describes the classification, tariffs, leadership, and methods of developing leadership and managerial skills in students. Foreign experiences were studied and partial examples were given.

Keywords: Leader, manager, management culture, creative potential, technology, management, politics, phenomenon, dominance, economy.

One of the urgent and priority tasks of today is to prepare in the new social conditions, in the spirit of the times, the youth of the republic, which is on the path of independent development. The fate of the reforms carried out in the republic depends on the spiritual image and harmonious personal development of youth. The implementation of these tasks requires the full implementation of democratic principles in relations between people. Social relations are formed in the East in an original way and in accordance with the psychology of each nation. This research work helps to understand the psychological nature of the changes that occur in the spirituality and psyche of a person during the period of renewal of society. The purpose of the study is to enrich the spiritual world of young developing people, instill in them the foundations of a national idea, instill a sense of patriotism, express views on the past and the great future, create a sense of pride in this past and future, create new thinking, ensure the assimilation of a communication culture that is consistent with a market economy. Therefore, the correct psychological orientation of school age, which is an important period in the development of the individual, and the school community determines the relevance of the work [1].

A modern manager should be a leader, manager, diplomat, leader, mentor, leader, innovator, modern teacher in collective production. This is part of the manager's quality structure. Today's manager is required to thoroughly familiarize himself with the structure and essence of relationships in social life, and take them into account in the management process. Among subordinate executives, assistants, the manager with his comprehensive leadership can increase respect, prestige, otherwise it will not be possible to talk about the creative thinking of workers, agricultural productivity, and production efficiency. The personal harmonious development of the leader, his strong character, the presence of a number of abilities in

addition to the national image, of course, lays a solid foundation for gaining prestige, provides opportunities for the next career growth, implementation of plans for the future. In our opinion, the skills discussed below are very important for management personnel. Therefore, the study of the manager's personality and his abilities today has not lost its relevance, as in the last century, and we will try to shed light on the theoretical and practical aspects of this phenomenon in our research work.

By carefully observing his employee, the manager can detect harmony or conflict between the tiers of his personality. Another condition for such a leader is that the conflict between the levels of the employee's psyche is also caused by the environment formed at the organization level [2]. This means that if the norms formed in the organization are unhealthy, the employee allows insincere actions, and this may contradict his beliefs and values.

Describing the modern leader on the basis of the above personality structure, it is also necessary to say about the inherent socio-political aspects. It is these aspects that form the basis of an effective leader, integrating into the mission and beliefs of a person. The combination of the leader's beliefs, leadership values with current socio-political tasks in society determines the effectiveness of his activities. Therefore, it would be advisable that the industry of beliefs be considered primary, and this criterion should be given the main attention in the process of appointing employees to senior positions and evaluating managerial personnel. Thus, taking into account the requirements of the time, the ability of a manager to manage politics becomes an urgent problem. Of course, such an ability can be considered as a slight deviation from the managerial administrative duties. However, the current stage of development of our country, the integration of our economy with the global economy, the issue of cooperation in the field of investment requires the modern manager not only competence in the context of economic problems, but also a wider understanding of the surrounding events. In this sense, the modern leader is not only the person who leads the organization to the peak of the economy, but also the activist who brings the promoted state policy to the awareness of the labor collective.

The following ideas follow from the text above: in the process of training and advanced training of leaders, it is necessary to develop as much knowledge and skills as possible regarding self-awareness, measures to clearly express their beliefs and values throughout life. In the end, it is the inner spiritual world, the sincerity and integrity of human nature, that become the main factors of influence on others. Any activity related to the preparation of a leader, his professional development, is ultimately aimed at showing the leader's personality, his managerial skills, and strengthening the sphere of influence on others.

The study of management styles in management is individual and irreversible for each leader or manager. This is due to the fact that each leader organizes his work in an original way.

One of the problems studied in detail in the field of management in social psychology is various management styles. In this area, the work of German scientists G. Gibsh and M. Forverg, and Russian specialists V.D. deserve special attention. Parigin, L.N. Umansky, M. Yu. Zhukov, etc. [3]. Summing up all scientific research, we will characterize the three main management methods adopted in social psychology.

These are three styles: authoritarian, democratic and liberal. In an authoritarian style, the manager conveys all instructions to employees in a businesslike, clear, sharp tone. In the process of communication, he also uses a sharp tone - threats to employees, sharp reprimands. One of his main goals is to express his judgment, no matter what. His speech is also clear and fluent and always takes a serious tone. To praise or punish employees for work is his purely subjective decision, which depends on the mood of the boss and his personal attitude to these people.

The wishes of the team members, their opinions and advice are rarely taken into account, and in most cases, such wishes or instructions are limited or not implemented due to direct threats, discrimination or moral punishment. Such a manager usually keeps his work style, plans for the future, specific work, how he wants to perform the operation, which, in his opinion, could negatively affect his reputation. In terms of its role in socio-spatial relations in a group, it is "outside the community", autonomous.

An authoritarian manager has an idea of the abilities, relationships and positions of each team member, so he or she programmed the actions of each employee as much as possible, where any restrictions cause him or her open anger, and there are various methods of punishment [4]. That is, in such collectives the power is centralized, the team leader is the sole ruler of the center, therefore such expressions as "my people", "my work" and "in my opinion" are often used here. Such leaders are so devoted to their work that they cannot imagine themselves without it, that is, the work "covers his entire body." Perhaps that is why such a manager knows very well everything about his daily work, its results. he is more interested in his leadership role than in the content of the work, and evaluates himself in accordance with these qualities. Of course, all these tasks are not performed, because quality also affects the quality of work. Criticism in such groups is very weak, because it does not allow the leader to criticize himself or others. Criticism, in his opinion, is justified by the boss, who does not take initiative in meetings and does not give initiative to others to the end, people's suggestions, their feelings are not taken into account. According to the analysis of G. Gibsh and M. Forverg, in a team led by an authoritarian leader, work efficiency is much higher, production productivity is also high [5]. But the moral climate in the team is heavy and tense, which makes people unhappy with the team and work. People who work in labor groups led by such leaders change their work with a light heart.

A democratic style manager, on the other hand, is a supporter of independence for subordinates. He distributes personnel taking into account the personal abilities of employees when performing tasks at work. At the same time, it also takes into account the personal preferences of employees. Teams or assignments are usually given in the form of a sentence. His speech is simple, always calm, quiet, he is friendly. Praising a person, promoting him or her or evaluating his or her work for shortcomings is always done in accordance with the opinion of the team members. Criticism is often presented to the "culprit" in the form of a proposal, and an assessment of the content of the work in the form of a wish.

Not every new job starts without team advice. That is why the spatial and social status of such a leader is "within the community".

Criticism and self-criticism in the team are structured in such a way that no one suffers from its consequences. For other activists of the team are engaged in criticism - informal leaders, not the boss. The manager is not afraid to admit his mistakes publicly. Because his sense of responsibility is felt not only in communication with members of senior management, but also in contact with employees, and he likes to share responsibility for the task with others. The manager has no secrets from his staff, therefore more and more often at meetings he speaks more often than his employees, but he fully uses the right to make the final decision and draw conclusions, generalize the opinion of the team. According to the analysis of Gibsh and Forverg, in teams headed by such managers morale is extremely positive, employees are satisfied with the team, they work with pleasure, there are fewer layoffs, but production is difficult to maintain at a normal level.

It is difficult to find out the mood, attitude to work, satisfaction or dissatisfaction of a manager working in a liberal (indifferent) style. There is no prohibition, there is no intimidation; instead, it is often limited to acquaintance with the end result of the case.

Problems of the team leader, who does not cooperate with the team, as if he is not interested in the ups and downs of work, seems to live in a different universe, does not create working conditions for employees, eliminate shortcomings in work, find the necessary products, raw materials, etc. , does not participate in meetings, etc.

When he has to communicate with employees, he is always polite and tries not to break the rules of etiquette, but never argue with them. At meetings, if a problem causes a discussion, it leaves the last word for itself, without interfering in the process. Thus, employees are given freedom of thought and action, and even if the manager's opinion is asked about them, this does not clarify, because he knows the employees poorly and is afraid to offend them. His spatial-psychological state is "outside the group."

According to scientists, in teams where such a manager works, all indicators are always lagging behind, and job satisfaction is not felt. The liberal manager allows himself to be arbitrary at work and soon tries to find work elsewhere [5]. The above management styles

relate more to management than to leadership, although in the scientific literature both terms are often used as synonyms. In fact, the best manager will have all the leadership qualities. Because the types of leader in a purely social psychological sense are differentiated in accordance with their personal qualities, which are more manifested in different contexts. For example, a leader is an organizer, an initiating leader, an erudite leader, a leader who controls the emotional state of a team, an expert leader, etc. A good manager should know about these leadership qualities, educate them in himself and be able to work with activists of his team. Studies conducted in recent years at other major research centers have shown that it is actually difficult to meet a pure democrat or a purely authoritarian leader in life, but even when they meet, they cannot lead the team for a long time. Therefore, it is accepted that they depend on the situation, the particular team, the norms of behavior adopted in it, such as interpersonal relationships, determine the tactics and style of work of both the leader and manager

.

References

1. Management in the education system: theory and practice of innovative training of professionals / Matskevich S.A .; scientific ed. Miroshnichenko A.N. - Minsk: I.P. Logvinov, 2011.260s.
2. Designing a professional educational organization as an open educational system: educational-methodical complex / author.-comp. Tulupova O.V. - Nizhny Novgorod: Nizhny Novgorod Institute for the Development of Education, 2013. -151 p.
3. Shergill, G. S., & Nargundkar, R. (2005). Market orientation, marketing innovation as performance drivers: extending the paradigm. *Journal of Global Marketing*, 19 (1), 27-47.
4. www.unwto.org Website of the United Nations World Tourism Organization. 10/18/2013.
5. <http://www.api.uz/uz/news/info/print/1647/> Press and Information Agency of Uzbekistan. 10/25/2013.