

## MODERN BUSINESS COMPLEX PROCESSES OF THE LEADER

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### RESUME

The article updates the next quarter century in Uzbekistan in the given country over a hundred heads' activities are confusing, their social life I will go about a radical change in the appearance of the word in the social life. Modern formation of the head, the appearance of his social upgrade tasks to identify, given a set basing on the event to practice them. Do not identify of these tasks, they stand on a systematic basis would be resolved without ensuring that the country who serve the interests of the country and the development of modern decision from the analysis of the scientific aspects of the leader of the find was if not explain.

**Basic concepts:** modern, head of the social appearance of the head, the ideal leader, democratic governance, the method of reserve personnel nomenclature, "teacher-student" system, "young leader", "professionalism" of the head, mental, moral, legal, political and other qualities and characteristics.

### RESUME

V obosnovivayutsya namechennie meropriyatiya state, sposobstvuyutshie forrirovaniyu sovremennogo rukovoditelya, I vnedreniya v etix stabilize when the weather sosialnogo zada president who opredelyayutshie povisheniya praktikum zada president of the ego. Tochka zreniya s nauchnoy proanalizirovano to the problem of viyaviv chto ne, the ne ix obespechiv sistemnoe reshenie, sformirovat nevozmojno sovreenogo rukovoditelya, slujarazvitiyu rod cargo ina tshego but gosudarstva.

**Opornie ponyatiya:** rukovoditel sovremenniy, the weather rukovoditelya sosial further, ideali rukovoditel further,the method demokraticeskogo upravleniya, the range rezervnix kadrov the system "teacher-student" "molodoy leader", "professionallni that has varieties", umstvennie, moralnie, pravovaie, politicheskie I kachestva drug xarakera rukovoditelya

### ANNOTATION

In this article it is justified to fix the measures concerning the format of a modern leader, determination and implementation of the perks of developing the taste of their social look. It is scientifically analyzed the impossibility of a modern drug development leader for service and determining the country of the perks of not providing systematic abuse of beneficiaries and not to the taste of native land I have the solution.

**Basic conceptions:** : modern leader, social leader of the look, the ideal leader, democratic management of the types, nomenclature of personnel reserve of the system “Teacher-student” “young leader”, a “professional ski ipoll”, mental, npr, the legal, political and other virtues of character and leader.

The whole world also occurred in various social processes in uzbekistan as it is in modern complex society has been steadily the activities of the leaders. *When you say the modern leader today in various fields, enterprises, organizations, institutions in the implementation of management activities, resources, personnel understood.* Economic, social and political life, in the field of spiritual culture concerned with the activities of various events and events management staff, the head of strategy, innovation, administrative, communication, and social function gives calamities new content continues. Update your social studies leaders who can adapt while in most cases have to be compelled to make the results of their work. In this connection, “social processes-business leader” in the context of the affiliated dialectal research, and is the critical importance of the analysis of the consequences of its results.

Analysis shows that *economic reforms implemented in Uzbekistan in the years of independence* the country's business leaders will take the function of the main factors that have radically changed. As it is known, in the years of soviet power on the economy will go according to the plan of management theory socialistic economic area. Although there has been a certain effect in the initial years of centralized economic management, while the world's technological development is going rapidly the system is getting useless. Contrary informal institutions in the country and of its effects has been formed of the hidden economy, corruption and the severity of the organization and to work in productive enterprises stimulating factors were compromised.<sup>1</sup> Business enterprise from a single center was due to settle on all issues in the production process and to show enthusiastic, to put forward proposals rationalistic, no need to stay independent activities.

The economy of the country that reigns in such a situation, the head of the personnel also had the impact of the activity, of course. “Administrative management system of agricultural production in the context of the management of the team was much easier in the head: work - product in the production of centralized distribution system to get all of the tools and weapons are known, and appropriate work is carried out through Gossnab. His practice of product-select sales, supply, competition, and demand study, such as advertising was not necessary to solve the specific problems”.<sup>2</sup> complete the instructions in such a situation defined from the top of the head, consisting of the realization of the plan has become submitted.

Problems in the economic sphere, the country the need to increase the effectiveness of organization and management of enterprises in a wide range of economic reforms was require exercising. In this regard, also the former USSR, all come to the last ten anniversary of the last century of the republic, the republic of Uzbekistan, including economic reforms that gradually began also with the way you choose. We review the results of economic reforms carried out in uzbekistan in this place that we think about running, you do not need – scientific sources devoted to this subject enough. For this reason, not only form the basis of the market economy in Uzbekistan a radical renewal of the economic sphere, but also

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<sup>1</sup> Каранг: Явлинский Г.А. Плановая экономика СССР: особенности, эволюция, причины краха.// Экономическая наука современной России, 2005, №1.- 25-38-с.

<sup>2</sup> Чеченова Л.С. Экономические основы адаптации хозяйственного руководителя к условиям рыночной экономики: Автореф. дисс. на соиск. уч.степ.канд. экон. н.- М.,1997.- С.3.

the head of the personnel who works in different areas of activity of the character to get new shades cause to note that we are limited.

Economic reforms in Uzbekistan aimed at the transition to market relations was done in a specific way. "Our transition to market relations in our model - Islam Karimov wrote - specific conditions and characteristics of the republic, traditions, customs, lifestyle, comprehensive, to take into account, in the past, the economy one sided cumbersome to eradicate the terrible legacy of development to give is based on. Our model of the world experience at the same time, the country and society has passed a difficult way of renewal and change of the collected embodies the best aspects of both countries."<sup>1</sup> such a model for reforms implemented according to "birth, but reserves to expend funds by structural changes in the economy, and foreign advanced technology, which is equipped with modern businesses ready to the base of the product, built with our own cost path fill of the internal market" did not go.<sup>2</sup> Contrary to the effect of quality changes in the economy in the country in the mid-1990's, hundreds of new businesses created and began working in accordance with the requirements of market economy arise. "This is - Aearth week in the city car plant. This - is from the launch of the Bukhara oil refinery. This - Ko'kdumaloq Mingbulak deposits into the work of foreign partners and with the participation of dozens of textile spinning mill, Samarkand, Kokand, and manufacturer enterprises Yangiyo'lda alcohol, sugar factory architecture in the region, Kyzylkum phosphorite the combine, kungrad soda plant construction in Karakalpakstan, Uzbekistan soluble and difficult for the combine of refractories, Almalyk, and Navoi mining and metallurgical combine, of the network of chemical enterprises re-repair, and new railway road new telecommunications network facilities construction, urban and rural areas of improvement, as well as modern enterprises are owned and new to the industry and local food implies the dozens."<sup>1</sup>

The birth of the market economy institutions, the introduction of market principles, as above, from the head of enterprises in the emergence of an entirely new character requires dramatically change its activity. Now the head of the enterprise, the raw-material supply, labor process organization, its material-technical aspects of improvement, analysis of supply and demand in the market, the advertising of your own enterprise to make effective business show that is independently solve related issues in a competitive environment. On the head the body does not adapt to the new economic situation all too suddenly. For example, the data of the Russian academy of sciences, institute of economy than a market economy in the early years of the new economic relations of leaders those who cannot adapt to 75 percent.<sup>2</sup> the number of businesses that are necessary to close-down effects in the country has increased dramatically. So the situation had reigns in the conditions of uzbekistan.

But gradually they began to operate in enterprise organization and leaders accustomed to a market economy. They birth, but by enterprise funds resources, structural change spending, it is equipped with advanced technology to become the base directory of the market products that meet the requirements of the organization of production are used.

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<sup>1</sup> Каримов И.А. Ўзбекистон XXI аср бўсағасида: хавфсизликка таҳдид, барқарорлик шартлари ва тараққиёт кафолатлари.// Хавфсизлик ва барқарор тараққиёт йўлида. Том 6.- Т.:Ўзбекистон, 1998.- Б.162.

<sup>2</sup> Ўша ерда.- Б.165.

<sup>1</sup> Каримов И.А. Ўзбекистон XXI аср бўсағасида: хавфсизликка таҳдид, барқарорлик шартлари ва тараққиёт кафолатлари.// Хавфсизлик ва барқарор тараққиёт йўлида. Том 6.- Т.:Ўзбекистон, 1998.- Б.165-166.

<sup>2</sup> Қаранг: Чеченова Л.С. Экономические основы адаптации хозяйственного руководителя к условиям рыночной экономики: Автореф. дисс. на соиск. уч.степ.канд. экон. н.- М.,1997.- С.4.

In the years of independence, *the restoration of national values* of the country has a serious impact on the character of the head of personnel in the activity. As it is known, in the years of soviet power, the communist system was dominated by the values and ideals that make it showcases from outlook. The specific events of all sectors of society, the process value is likely to only the communist ideology of the phenomenon, otherwise included as a condition hard to socialistic regimen knew. The integrated values for both directions of state policy in the USSR communist old become one of the priority of national values commanded to be dramatically reduced their position in society. In the spiritual life of the republic of cases were observed in degradation of social and national values. Values of the person proficient communist “soviet man” that honors the hallmark of those who are faithful to their national values nationalists likely to be found. Naturally, such a situation in the territory of the union values in the world of work in the businesses and organizations who operate also in the process of the team in the spiritual-mental situation in the character of the relationship intercities in them, found their reflection in the head of personnel activities.

In the soviet period, the head of personnel who work in various sectors of society to communist values, respectively, was forced to set out his activity. For example, one of the most important idea of communist values of social equality, that is, to ensure absolute equality of all members of society about the necessity associated with the visions. Any organization, the communist, the soviet leader was unable skirt values in his career. Thus, from the directory in capable, effective work to the staff who are also employees who work useless and ignorantly and also to create the conditions to sign the same salary, you were seeking to put the same requirements.

In the country *the mounting civil society of developing* commercial activities is becoming an important factor to change the head of personnel. Active participation of citizens in any democratic society through the institutions of the state and society to the work of civil society is carried out. In this context, the idea of civil society are intertwined with the person standing with the state of the state of society is an important element. At the same time, civil society institute of management functions in various sectors of society to perform the activity of the head of the person also gives the ability to control resources. For the same reason also aimed at building a democratic society in the period of social reforms was giving serious attention to the issue of the formation of civil society. First of all, will create the necessary legal basis for the functioning of civil society. Various citizens of the country to be a member of the institute of civil society, has a strict set of the right to participate in their activities. In particular, article 34 of the constitution of the Republic of Uzbekistan: “The citizens of the Republic of Uzbekistan, trade unions, political parties and other public associations, and shall have the right to participate in mass movements,” he said.<sup>1</sup> “these constitutional norms in order to support the practice of “public associations”, “trade unions, their rights and guarantees of their activity” on, “on political parties” new edition “on freedom of conscience and religious organizations”, “non-profit organizations”, “on public funds”, “on the financing of political parties”, “non-profit organizations on guarantees of activity”, “sponsorship”, the new wording in the “citizens ' self- self-government” and “the chairman of citizens (the elders) and its consultants on the election”, as well as environmental control on”, “on guardianship and trusteeship”, “on social partnership”, “adopted lawon The control of Parliament”.<sup>2</sup>

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<sup>1</sup> Ўзбекистон Республикаси Конституцияси.- Т.: Ўзбекистон,2017.- Б.

<sup>2</sup> Фулом Мирзо. Фуқаролик жамияти институтлари юксалиш босқичида (А.Саидов билан интервью).// uza.uz, 2018, 8 май.

Unfortunately, however, give serious attention to the development of civil society, despite showing serious effects on the activities of personnel they head over a long period, it passed control of the factors which did not function. This institute the legal consciousness of the citizens of the state institutions, in particular the head of staff in delivering the level of control of the conduct of procrastination also way to put it. Contrary to the effects of it, the head of personnel for many years depending on the paws and civil society came to appeal the decision of the institute from among them were accepted as a serious social force. Therefore, the same year the head of state 2018 4 tiny proclaimed “democratic transformation of the country to increase the role of civil society institutions in the process of a radical measures” in the decree: “the status of work in this area at the same time performed a wide range of reforms in the political and legal culture of citizens, increasing awareness, and other intangible in order to meet their spiritual needs, non-profit organizations to hinder the active participation of a number of systemic problems and short comings has testified that there are” was noted.<sup>1</sup>

While the citizens of Uzbekistan in the conditions of modernizing enable participation in social reforms, social problems that have been accumulated detailed looking for ways to identify and eliminate them to find, arise from the need to increase the effectiveness of business leaders who work in different areas. While this functions can be solved only through increasing the level of publicity and freedom of speech in society was. Which implies that, without the head of the state: “all the chiefs know quite well, as is the case in the media all the time and a heavy responsibility. As you progress up the country to a new stage of openness and transparency, freedom of speech and opinion during the growing period of life into our criteria now this responsibility is further increasing,” that may have explained.<sup>2</sup> thus, provide a new stage in the development of the country and publicity, freedom of speech, it is one of the important criteria to convert the marriage of society, to expand the capacity of citizens to information, their social problems involved in the activation of the complexity of state policy on issues discussed has become one of the significant aspects. Today “is being carried out extensive reforms, the development of mass media in the country. Improvement of the legislation on the industry, a national property in media space various forms of mass media and political and social conditions are being created in the direction necessary for the functioning of the free.”<sup>1</sup> Especially, “uz domain in the global network, web-sites, information portals was going to exceed the number of 400, most of them in foreign languages for business, providing creative direction this new generation of internet journalism is worth the fact that the form of the year, go on.”<sup>2</sup> Also, in recent years, to get information from the social network in Uzbekistan, it is necessary to tell that has also expanded opportunities to discuss social problems.

The head of freedom of speech and of the public in society, especially for complex activity increased dramatically. Now his every decision, has caused wide public discussion and evaluation of action. Leaders of the activities of citizens to make a comprehensive analysis of various social networks, accustomed to give him a price through the electronic media. Exactly because of the expansion of freedom of speech concerning their activities are detected on measures to eliminate promptly at with

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<sup>1</sup> Ўзбекистон Республикаси Президенти Фармони. “Мамлакатни демократик янгилаш жараёнида фуқаролик жамияти институтларининг ролини тубдан ошириш чора-тадбирлари тўғрисидаги”.// www.lex.uz.

<sup>2</sup> Мирзиёев Ш.М. Матбуот ва оммавий ахборот воситалари ходимларига.// Нияти улуғ халқнинг иши ҳам улуғ, ҳаёти ёруғ ва келажаги фаровон бўлади. Ж.3.- Т.:Ўзбекистон, 2019.- Б.378.

<sup>1</sup> Мирзиёев Ш.М. Матбуот ва оммавий ахборот воситалари ходимларига.// Нияти улуғ халқнинг иши ҳам улуғ, ҳаёти ёруғ ва келажаги фаровон бўлади. Ж.3.- Т.:Ўзбекистон, 2019.- Б.378.

<sup>2</sup> Мирзиёев Ш.М. Матбуот ва оммавий ахборот воситалари ходимларига.// Миллий тараққиёт йўлимизни қатъият билан давом эттириб, янги босқичга кўтарамиз. Ж.1.- Т.:Ўзбекистон, 2017.- Б.498.

thanks and see. For example, the year in 2016 for staff and children to harvest cotton mandatory involvement of the director of school and college 5, 2 farmers, 1 drew was the responsibility of the chief physician.<sup>3</sup> in the system of the prosecutor's office for the year 2020 "for years caused me to leave work business professional know the plan when the rest of the time and addicted to spending power in vain" was released from the post of managers and staff of more than 180.<sup>1</sup> head of its activity on the basis of the principle of transparency in such a situation, to organize more detailed is forced to do functional tasks assigned.

*Coronavirus pandemic* also has a serious impact business leaders. China's Uxam detected for the first time in November of the year 2019 in the city of infection koronavirus soon began to spread to the whole world. Therefore, 30 January 2020 from the international health organization, the epidemic of that year that the condition in the emergency of international significance, while later (11 march 2020) announced that pandemiya. The incidence of the condition with koronavirus in uzbekistan from march 15 of this year, will also start tracking. For this reason, mamlakat pandemiya qaritilgan measures to eliminate the effects of the government-developed program, this program has established a special fund that allows for the implementation of the developed foreign countries, the offer of from qualified medical professionals, the patient associated with the treatment of the material-technical base expanded. But in spite of the fact that strictly had introduced measures mode and quarantine, come to the kuzi the year 2020, the incidence exceeds the number of those 46 thousand.

Coronavirus pandemic showed negative effects on the economy of the country, of course. In particular, gross domestic product, income or slow down the growth of the population. The first industrial production of the year 2020, while 1.9% is reduced to half.<sup>2</sup> catering, tourism, hotel business, especially serious problems arise. Serious changes in the volume of foreign trade was removed to afford. For example, the volume of exports in the first half of the year 2020 22,6 percent, reduced by 15 percent while the volume of imports went.<sup>3</sup>

The head of personnel of all categories in such conditions they are complex to an unprecedented level of activity. In particular, the leadership of the country perfectly stop of the economy available to save the rest of the working place in society was forced to take measures to increase the number of avoided going to the poor. For this purpose, ensure vulnerable citizens with food products, the head of state assistance to families in need to help with the decision of a disposable material, to the heads of organizations and enterprises not to shorten recommended jobs, prolonged the term of the payment of various taxes. It is necessary to be recognized, thanks to the measures taken by the head of state and the government of the country were taken before the economic contrary collaps.

At a glance, it seems like the activities associated with these changes as temporary leadership has a temporary character. But truly it is the case. The coronavirus pandemic some restrictions which are specific to the period of quarantine, the agenda takes emergency measures, of course. However, the use of digital technology leadership experience in the activities of established enterprises with collection of carefully without any satisfaction the efficiency of labor in the team's level of social competence also

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<sup>3</sup> Қаранг: Саккиз нафар раҳбар ходимларни пахта йиғимиға мажбурий жалб қилгани учун жазоланди.// [www.gazeta.uz](http://www.gazeta.uz), 2016, 28 декабрь.

<sup>1</sup> Қаранг: Прокуратура тизимидаги 180 нафарга яқин раҳбар ва ходимлар лавозимидан озод этилган ёки интизомий жавобгарликка тортилган.// [kun.uz](http://kun.uz), 2020, 8 февраль.

<sup>2</sup> Қаранг: Уроки пандемии: как коронавирус меняет экономику Узбекистана.// <https://uz.sputniknews.ru>.

<sup>3</sup> Қаранг: ўша ерда.

the practice to pay attention to the various problems the production capacity is not only necessary, but also the solution might be saved, depending on humanistic aspects of the approach to the possibility that it incredibly is great. Therefore, from coronavirus pandemic changes had occurred in the activity of conditions will not be overlooked, leaving the head in.

The conclusion that Uzbekistan occurred in the activities of complex social processes of various steadily modern leaders, their strategy, innovation, administrative, communication, and social function gives calamities has new content. Thus, the economic reforms carried out in Uzbekistan in the years of independence, in the years of independence, the restoration of national values, political demands as he put the head of the escalation of the civil society institutions that is developing and transparent freedom of speech has increased dramatically coronavirus pandemic will take the function of the head of the factors of activity of the complex.

The conclusion that, in the country in information modern head, his social upgrade the appearance of the critical tasks that need to be resolved in the near future to identify, on the event to practice them should be set. The analysis of social realities in this respect, the current task of the ideal model of the head of the formation, to choose the head of personnel, improvement of the mechanism study and training them, looking for young specialists to find innovative forms of attestation introduction to the practice of regularly, the head of personnel, head of the monitoring process, modernization of personnel, personnel of the goals and objectives of social policy in a balanced manner to the process set that is associated with the shows. The implementation of this function creates a solid ground for boosting the appearance of the head of social personnel.

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