

# Development of the Political Culture of Management Staff is the Need of the Time

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**Annotation:** The article talks about the urgent tasks of training managerial personnel, that the development of their knowledge, skills and abilities is an important factor in ensuring the development of society.

**Key words:** management, innovation, new generation, manager, leader, leader, efficiency.

One of the most important tasks of modernizing Uzbekistan is to educate young, innovative-thinking, enterprising, loyal to the motherland personnel of the new generation and to create a system for their effective use in state administration and its structural structures. Because the independence of the state and the development of the society depend on the professional knowledge and skills of the specialists who live in this country and work in various aspects of the national economy.

President Shavkat Mirziyoyev has been paying special attention to the potential of personnel, their ability to work with the people, since the first days of assuming the post of the head of state. He raised the issue of appointing new-thinking, innovative knowledge and talented personnel as heads of state administration bodies, enterprises and organizations, educational institutions to the level of state policy. Because the rapidly changing times and demands of the times have placed completely different demands on the place and role of management personnel in the socio-political life of the society. If we look at the history, we can see that the formation and development of the personnel system in the state administration has been studied in close connection with issues related to the development of society, power, social and political processes.

It contained scientific-theoretical concepts and views related to the political elite and political leadership, Western and Eastern schools. These teachings serve as an important theoretical and practical basis for the study of problems related to the formation and development of leadership and management personnel in the state management system of Uzbekistan.

In particular, the great scholars who lived and worked in Central Asia, Al-Khorazmi, Abu Nasr Farabi, Abu Rayhan Beruni, Amir Temur, Sharafuddin Ali Yazdi, Nizamulmulk, Khondamir, Yusuf Khos Hajib, Mahmud Kashgari, Alisher Navoi, Narshahi, Samandar Termizi, are in the history of our national statehood, the issue of personnel is analyzed from a political-philosophical point of view through the concepts of "mayor", "city mayor", "leader", "leadership". In the works of President Shavkat Mirziyoev, the training of the new generation of personnel, in particular, from the top management of production enterprises and organizations, educational institutions, based on foreign experiences, the economic, legal and methodological foundations of this process are described.

In the socio-economic state policy carried out by the head of our country in 2016-2021, the problem of personnel and its solution was put in the first place. In this regard, new ideas were put forward, important legal frameworks were adopted.

It is the priority task of every leader to ensure the implementation of the tasks defined in the Strategy of Actions for the Development of the Republic of Uzbekistan in 2017-2021. First of all, the team should have a healthy environment, work ethic and a fair management system in order to fulfill the tasks specified in it fully and conscientiously.

Decisions of the President of August 6, 2018 "On the establishment of regional branches of the Academy of Public Administration under the President of the Republic of Uzbekistan", June 27, 2019 "On additional measures to improve the system of training and qualification of management personnel at the Academy of Public Administration under the President of the Republic of Uzbekistan" and the decision of the Cabinet of Ministers of the Republic of Uzbekistan dated September 19, 2017 "On approval of normative legal documents on training, retraining and upgrading of their qualifications" are among them.

Today, reforms in the field of state power and management are not focused only on the creation of new management structures, the introduction of modern technologies into the management process, but also on the effectiveness of working with a team, teamwork, creativity, a healthy environment, and healthy competition. This puts on the agenda the task of training a new generation of leaders who have high professional knowledge and skills, who have innovative thinking, who can make correct, well-thought-out decisions in problematic situations and implement them.

A modern leader, first of all, should be a person who strives for success, is able to take responsibility, is an organizer and has a strong will. Also, it is required from the leader to effectively perform his duties, to mobilize the team to the same, to study in depth the serious problems of the team and find the optimal solution, to solve the problem situations wisely, to have the ability to look critically at his work.

Attracting people to effective work for the team's goal, forming mutual trust relations between the leader and the employee, learning the unique mental and social characteristics of each person and achieving high-level effective personnel management is a very urgent issue. Because in order to organize effective management in labor teams, a system of motivations is needed that encourage workers to show their abilities, work hard and use production resources effectively. It is impossible to create this system without taking into account the psychology of individuals and the socio-psychological laws of community development.

Creating a healthy environment in every work team depends primarily on the leadership and the employees selected by the leadership.

As the leader aims to increase work efficiency by creating a healthy and decent work environment in the labor team, first of all, the leader himself should meet the requirements of today's leader. That is, a leader can organize a healthy and effective work process in the team only if he knows that he has moral, quick and correct decision-making skills, leadership, leadership skills, knows how to work properly in a team, takes into account the opinion of employees when making decisions, and motivates subordinates achieves.

In addition, the leader should pay special attention to the selection of personnel when forming the team. That is, selective recruitment through key performance indicators (KPIs) is the most effective method today and it pays off.

In some cases, when a leader has just entered an organization or enterprise as a leader and some of his employees have been working in these organizations for many years, the difference between him and the newly hired employees' attitude to work, their worldview and thinking causes a mutual conflict.

In this case or in similar situations, life experience is considered an important factor in addition to the criteria listed above, so that the leader can fully grasp the situation and resolve the conflict. That is, it is required to be able to analyze the division of work between the employee who has been working in the company for a long time and the young professionals who have come to work, their daily and weekly work plan and the results achieved and draw the correct conclusions.

In order to prevent similar conflict situations in the work team, the leader should have complete information about all employees, teach employees to work as a team, form communication culture, work culture, organizational culture and customs among all employees and explain them to the team correctly.

Also, in order for any organization to achieve success, it is necessary for its leader to clearly define the goal, to choose the right ways and means to achieve it, to unite the team around him and to be able to mobilize him to fulfill the assigned tasks. Unfortunately, today there are still people who are not interested in science and understand success only in money and material wealth. Money completely subjugates such people and does not leave them a chance for professional and spiritual growth.

Today, one of the biggest and most complex problems observed in the activities of management personnel in our society is the lack of ability to select and manage personnel for one's organization and network. In this regard, unfortunately, the knowledge of HR (human resources development) remains low among leaders.

Contrary to human rights, as well as in the context of human resources becoming the country's national wealth, many leaders did not realize that the new leader who came to the organization is inclined to "clean up" operations against the previously employed employees, and this will cause great protests in the society, and such inappropriate actions are visible.

Looking down on employees, selecting them using his narrow criteria, relying on his monopoly, using the staff he wants and forcing the rest to leave, being afraid of "unknown" employees and liberating them from the mentality of treating them as enemies must be one of the most urgent tasks in the field.

Today's era puts new demands on civil servants. Special attention is being paid to revising the management methods and increasing the efficiency of activities in order to realize the priority tasks for the socio-economic development of our country at the modern stage.

Therefore, the first-level leader is responsible for creating a healthy environment, regardless of which section of the society of Uzbekistan. For this, we have to find, educate, appoint to responsible positions and constantly monitor the activities of the state policy strategic tasks such as loyal, responsible, thinking about the people's interests, peace and well-being, who care about them, who know how to do things, who have the ability to think and work in a modern way, we can achieve our goals only if we define it as a task. Because the era itself encourages us to make up for the lost time in the path of development, to eliminate the pains and worries of our people, to prepare worthy generations of tomorrow and to feel more deeply the responsibility towards them.

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