

THE PERSONALITY OF THE LEADER - A UNIQUE TRANSFORMATION OF HIS SOCIAL IMAGE

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ANNOTATION

The article discusses management activities, and since the management system is characteristic of all stages of social development, there have always been people who are specially engaged in this activity. The personality and social image of such people have always been the object of various scientific considerations. For this reason, in the history of philosophical thought, one can find many ideas about the leader and his qualities. The innovations that have occurred in Uzbekistan over the past quarter of a century have justified the fact that a modern leader performs a number of functions, that in order to fully perform these assigned functions, he must have certain qualities in his social image, that the formation of a modern leader, the definition of tasks for improving his social image, and the definition of measures for their implementation in practice. It is scientifically analyzed that without identifying these tasks and ensuring their systematic solution, it is impossible to create a modern leader who would serve the development of the country and the interests of the Motherland.

Basic conceptions: modern leader, social look of the leader, ideal leader, types of democratic management, nomenclature of reserve personnel, the system of "Teacher-student", "young leader", "professional skill", mental, moral, legal, political and other character and virtues of the leader.

The effectiveness of various processes taking place in society is increasingly dependent on the skills of the leader, the nature and degree of formation of his social image. In this regard, in all countries, the issue of creating a new type of modern generation of leaders is included in the category of the most important and urgent social tasks. Uzbekistan is no exception, of course. However, in order to effectively fulfill this task, it is first necessary to fully understand the specific features of the formation of the personality and social image of the leader.

Since management activities are characteristic of all stages of social development, there have always been people who are specially engaged in this activity. The personality and social image of such people have always been the object of various scientific considerations. For this reason, in the history of philosophical thought, one can find many ideas about the leader and his qualities. For example, Abu Nasr Al-Farabi interprets management (administration) as one of the main factors in achieving happiness. It is believed that a leader (ruler) engaged in such activities (ruling a virtuous city) should combine 12 innate qualities. After all, a ruler should be a person with all organs perfectly developed (healthy), able to quickly and correctly understand all issues, with a strong memory, a sharp mind, clear reasoning, easily absorbing any knowledge, far from gambling, loving the truth and those who support it, respecting his conscience, averse to money and similar things of life, a lover of justice and not given to arrogance and stubbornness.¹ "The mayor, that is, the head of the city, writes Al-Farabi, must govern in such a way that communication and mutual understanding arise between the parts of the city, so that people help each other to eliminate evil and achieve peace."²

Amir Temur taught that a leader should have the following qualities: "First, the leader should have his word and do his job well.

Second, the leader should be fair in every matter.

Third, the leader should obey the rules and regulations.

Fourth, the leader should be firm in his decisions.

Fifth, the leader should ensure the implementation of his decisions.

Sixth, the leader should not delegate his duties to others.

Seventh, the leader should be able to listen to everyone in his activities.

Eighth, the leader should have his own opinion in solving issues.

Ninth, everyone should be satisfied with the leader's activities.

Tenth, the leader should be firm in his words and decisions.

Eleventh, the leader should not allow greed in the performance of his duties.

Twelfth, the leader should be vigilant."³

Similar ideas were expressed by the great thinker Alisher It can also be found in Navoi's spiritual heritage. "Acting with justice," he writes, "is as much an adornment for the poor and citizens as it is for the kings. If the king's deeds are just, no king can equal him in rank."⁴ However, this is a very difficult task. Because everyone "after being placed on the throne, it is inevitable that

¹ Форобий. Фозил шаҳар аҳолиларининг фикрлари// Рисолалар.-Т.:Ф.Фулом номидаги нашр.,1975.- Б.135-136.

² Фараби. Социально-этические трактаты.- Алма-Ата, 1975.- С.132-133.

he will be a partner in acts of oppression and disaster."¹ That is why, Navoi wrote, "Let a person rule whose intelligence is as bright as the sun, who, if he were to ride a horse, would conquer the world, who would be like the season of Navruz in terms of justice, and like lightning that burns the world in terms of politics, who would take action against the enemy in times of difficulty, and who would help the people in difficult times, only such a person is worthy of being crowned,"²

Such considerations about the personality of a leader can be seen in the works of many thinkers in both the East and the West. However, in the 20th century, considerations about the personality of a leader, his social image, and the functions he should perform began to become somewhat more complicated. Because by this time, socio-economic development had put the issue of rational management of human resources on the agenda. In response to this demand, on the one hand, the management profession, which deals with such management activities, emerged, and on the other hand, scientific considerations were formed that explained the specific characteristics of the owners of this profession.

In particular, M. Weber put forward the first ideas about the social image and professional activities of managers engaged in leadership activities in various fields and sectors.³ His ideas were further developed by R. Gordon, J. Bernheim, A. Berl, G. Means and others. These specialists presented the concept of managerial capitalism. According to the concept, managers are becoming one of the most important professionals in modern society. The concentration of management activities in the hands of managers can radically change the institution of private property.⁴

E. Giddens shows that modern managers belong to different categories. In particular, in his opinion, there are three categories of managers operating today. The scientist calls top management representatives those managers who are engaged in the strategic management of an enterprise, organization, corporation or firm. Middle managers, on the other hand, serve as a link between them and their subordinates and serve operational and tactical goals. Finally, low managers are concerned with the management of employees on an organizational scale.¹

American scientist I. Ansoff clarifies the roles and functions that a modern manager should perform. According to him, no matter what field he works in, a modern manager should perform four main roles. First, a modern manager should fulfill a leadership role, that is, he should have high authority in the organization he leads and the ability to influence the opinions of others. Second, he should act as an administrator - this role requires making certain decisions, ensuring and controlling their implementation, and coordinating the activities of employees in this regard.

¹ Навоий А. Садди Искандарий.- Т., 1978.- Б.46.

Third, the manager is responsible for planning the organization's activities, mobilizing all resources for the planned goals, based on a thorough analysis of various trends. Fourth, he must fulfill an entrepreneurial role, that is, he must find new types of activities and have the ability to make unconventional decisions.² Of course, the specialist believes that a leader must have a number of individual characteristics in order to effectively fulfill these roles. In Uzbekistan, the process of formation of the personality of a leader, issues related to the main features of his social image are constantly being studied. In particular, when conducting research on the topic, the works of the First President of the Republic of Uzbekistan Islam Karimov can serve as an important source. The works of the First President on this subject can be conditionally divided into three groups.

The sources of the first group consider the social image of various categories of leaders, its main elements.¹

The sources of the second group express their views on the specific features of leadership activities, shortcomings and problems encountered in this regard.²

The sources of the third group cover the issues of creating a mechanism for training modern leaders.³

The President of the Republic of Uzbekistan Sh. Mirziyoyev also pays special attention to the problems of forming modern leaders and improving their social image. His views on this issue were expressed in a number of reports. These reports reveal that the nature of today's social problems has changed radically, that modern leaders need to be formed to solve these problems, and that the main tasks of today's leaders are revealed. ⁴

Also, a number of specialists in our country have prepared numerous scientific works devoted to the social image of a modern leader, ways of forming it, the role of the leader in solving various social problems, and similar issues. ¹ These works serve as a theoretical and methodological basis for defining the concept of "leader", identifying the characteristics inherent in his social image, and forming scientific conclusions about the functions that he must perform.

Thus, a leader is a person who manages a team in accordance with established norms and rules in order to organize, implement, and control the results of a certain organization. However, it should not be forgotten that leaders are not a category of people with absolutely identical characteristics and a single form of activity. Because in modern society, organizations, enterprises, institutions, firms, corporations, concerns, etc., which are different in their nature, operate. They differ from each other not only in the type of activity and goals, but also in their material and technical capabilities, financial resources, team mentality, etc. These characteristics leave an

indelible mark on the social image of the organization's leader, on his management style, on his attitude to work, and on his everyday life.

The conclusion is that a leader is a person who manages a team in accordance with established norms and rules in order to organize, implement, and control the results of a particular organization. His classification features are determined depending on the forms of organizations, enterprises, institutions, firms, companies, etc. existing in society. A leader working in a different organization or enterprise is assigned strategic, innovative, administrative, communication, and social functions. The leader's social image - his virtues and qualities, beliefs, life principles, attitude to society - is formed in accordance with his attitude to these functions. According to this attitude, it is possible to distinguish the category of leaders with priority elements of authoritarianism, democracy and liberalism in their social image. Regardless of the category of his social image, a leader must have a number of qualities (competence, creativity, persistence, organization, communication, reasonable attitude to employees) to perform his functions.

Literature

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