

CHARACTERISTICS OF ETHICAL CULTURE OF LEADERS

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Annotation

The article talks about issues of selection of management personnel, management - leadership activity is a joint activity with people and communication between them, tasks and principles of management activity, specific features of the moral culture of management personnel.

Keywords: management personnel, management culture, cultural and spiritual development, management activity, initiative, advanced work culture, management principles, moral culture.

To date, a number of works on the selection of leading personnel have been created, and we can note them as works that are directly relevant to the culture of management, and at the same time as scientific-theoretical, practical-educational sources. In these works, the issues of selection of leadership personnel are covered in different ways. Some of them analyze this process in connection with the process of socio-political-economic and cultural-spiritual development of the society, while some of them show it as a unique program covering a set of principles related to the selection of leading personnel and selection for leadership. Therefore, according to the approach to the issue, scientific and theoretical sources can be divided into two groups. The first is direct sources, in which the issues of choosing a leader or being selected for leadership are covered as comprehensively as possible. The second is indirect sources. They include the opinions recorded by different people and different works, and in essence express views on leadership, but give more information about the spirituality and moral characteristics of the leader. Examples of artistic creations are mentioned as such sources in most cases.

In fact, since management is a joint activity with people and communication between them, all the actions of the leader and the team are focused on the creation of favorable and necessary conditions for the activity of the educational institution, the mutual friendly psychological environment between the teacher and the student team, and the organization of creative activities. . This means that the leader is able to study the employees, based on their abilities and knowledge levels, to be able to select them for the educational institution, the educational process, to assign them to positions and tasks, to be able to demand the strict execution of important instructions and orders, to notice their unique qualities, achievements and shortcomings. It requires professional abilities and skills such as knowledge, ability to apply achievements, elimination of shortcomings, ability to widely use the opportunities of employees.

According to research scientists R.J. Ishmukhamedov, A.A. Abdukadirov, A.Kh. Pardaev, the leader:

- reputable, influential and reliable;
- business-minded, capable and pleasant;
- loving and devoted to his work;
- persistent and breaking his word;
- conscientious, caring, honest and self-confident;
- should be well-dressed, average, elegant and not given to fancy clothes [1].

Management activity, like any activity, performs its tasks based on a number of principles. Based on the principles of management, it is necessary to pay special attention to the leaders of the management system [2]:

- democratization and humanization of the process of selecting leaders;
- systematicity and uniformity of the process of selecting leaders;
- transparency and equal rights in the selection of leaders;
- harmonization of state and public cooperation in the selection of leaders;

It was natural that the process of reforms being carried out in the country, the changes taking place in the life of the society, would create new responsibilities for the leaders. Therefore, for a manager, initiative, selflessness in introducing the experience of advanced work culture, knowing people's mood, living with their anxiety, creating new jobs, ensuring the moral and material well-being of the people" are raised to the level of the main criterion.

The communication culture related to the leader's activities means the following: The art of speaking. The ability to listen. The skills of objective assessment and correct understanding of interlocutors. Being able to establish a relationship with any person and be able to effectively influence him on the basis of mutual interest.

Creating a generation of leaders is actually a very complex matter. Scientists and state leaders have been dealing with this issue for a long time and consistently. Because a person is not born a leader immediately. Through consistent training and experience, talented people become leaders. In this sense, it is necessary to pay attention to the definitions given by the Ukrainian scientist A.G. Kovalyov to the concept of a leader. According to him, leaders are divided into the following three types:

1. Negative types. They create a bad atmosphere in the team. He doesn't do anything himself, he demands from others. Things will go their way, and in fact, someone from the team will have an initiative in the process. This type of leader is unable to lead the team adequately, resulting in backsliding.
2. Positive types. They create a good mood in the team. One shortcoming of this type of leaders is that they are more demanding than others. As a result, there is a possibility of creating an unfavorable environment in the team they lead.

3. Average types. They are between negative and positive type. These types work very hard and demand the same from others. However, this type of leadership is considered authoritarian and leads to passing judgment on others [3]. Professor A. Kovalyov does not find any of these types satisfactory. However, at this point, the scientist's observations on the issue of the influence of leaders on subordinates (community) are noteworthy. Leaders are divided into groups and positions as they have different effects on others.

A leader who has mastered the art of public speaking can use the power of words to draw people to him and become a real leader for them. This is not an easy task. The great Roman orator Cicero said: "Happiness is a quality that is not easily acquired and is born of much knowledge and work." These words never lose their relevance. Knowing the theory of public speaking, studying the psychology of people, constant practice of speaking and serious work on the word will give you the opportunity to influence people and attract their attention. Every action and words of the leader is always in the attention of those around him. Sometimes, when I ask the question of what a leader should be, I look for an answer to this question from the ancient wisdom and instructive stories of our great ancestors. In my opinion, a leader should first of all be distinguished from others by his manners, that is, his behavior. Especially in this regard, it is necessary to pay special attention to the language.

The moral culture of a leader is made up of the following qualities:

1. Talent. It is an innate ability given to man. It is formed as a result of the combination of mind and thought. Leadership is related to organization. Any leader, regardless of his position, is a talented organizer. A talented leader thinks independently and can make the most correct decisions. Being able to properly organize work is the result of talent.
2. Research. The pursuit of innovation and the practice of every innovation is inquisitiveness. A leader's curiosity is seen in increasing his qualifications and experience. Initiative is the result of curiosity. An innovative leader takes the initiative and performs his work satisfactorily.
3. Modern education. A person acquires modern knowledge when he learns the most advanced concepts of the time in which he lives. The modern knowledge of a leader is determined by knowing the secrets of modern management, political awareness and understanding of worldly development.
4. Patriotism. A person who loves his country is a patriot. A leader should not only love his country, but also ensure its development. It is patriotism for a leader to serve others night after night and day after day.
5. Loyalty to the country. If a person prospers his country, he is considered loyal to his country. A leader shows his loyalty to his country by implementing consistent programs that determine the country's future, making life prosperous and easing the burden of others.
6. Sacrifice. A person is self-sacrificing when he works hard towards a great goal. A leader shows his selflessness by ensuring the prosperity of the country, the peace of the country and

the well-being of the people. Today's leader is dedicated only if he is at the forefront of everything he does.

7. Master of his profession. Anyone who knows his chosen profession thoroughly is considered a master of his profession. The professionalism of a leader should be understood as knowing up to the last achievements of his profession, as well as mastering the secrets of management.

8. Independent outlook. Having one's own opinion on a particular issue means having an independent worldview. A leader is distinguished from others by his "broad thinking, far-seeing ability" and this is his independent outlook.

9. Faithful. A person's devotion to what he believes in is faith. A leader is considered to be a person of faith by looking at today and tomorrow, being able to solve the problems of the time and having a strong will.

10. Being human. A person is a good person if he has high morals. A leader shows his true humanity if he can "save himself from the praise of the flatterers, flatterers, and lip-smackers who surround him".

To sum up, in the process of building a democratic, legal state and civil society in New Uzbekistan, what kind of people are in leadership positions in the state and society management system, their spirituality is important. The leader not only participates in the management of the state and society, but also serves as an example to the subordinates, in particular, the subordinate management staff. Therefore, the training of a leader is a matter of great importance. Therefore, it is necessary to start training a leader at the lowest level. Therefore, it is advisable to start work on this at the first stage of education. It was the idea of forming a new generation of leaders along with bringing up a new generation in general. Therefore, high spirituality and culture are also important in the concept of a leader. This was not only a requirement of the transition period, but also a factor that significantly renewed the concept of a leader who could provide the great future of Uzbekistan and serve it.

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