

CLUSTER ANALYSIS OF MANAGERIAL COMPETENCIES

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ABSTRACT

This article systematizes and sets out the competency's characteristic of various categories of leaders, such as healthcare, law and order, civil service, and their cluster analysis based on the scientific views of foreign and domestic scientists.

Keywords: competence, managerial competences, composition of competences, cluster analysis.

КЛАСТЕРНЫЙ АНАЛИЗ УПРАВЛЕНЧЕСКИХ КОМПЕТЕНЦИЙ

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АННОТАЦИЯ

В данной статье систематизированы и изложены компетенции, характерные для различных категорий руководителей, таких как здравоохранение, правопорядок, государственная гражданская служба, и их кластерный анализ на основе научных взглядов зарубежных и отечественных ученых.

Ключевые слова: компетентность, управленческие компетенции, состав компетенций, кластерный анализ.

Section #1 of the State Program for the implementation of the new development strategy of Uzbekistan for 2022–2026 in the “Year of attention to people and quality education” with the aim of “Transforming the activities of public administration bodies based on the principle of “orientation to serve citizens” 4” [1] with special emphasis on improving managerial competencies.

The global situation with the pandemic, like all managers, the sphere of physical education and sports imposes a number of new professional requirements for senior personnel. In particular, it has become mandatory that the management personnel know the competencies related not only in the field of sports management, but also in their professional activities, Management of the sanitary and epidemiological situation. For example, it can be testified

that the World Health Organization has developed a new competence model for health system managers in the European region.

This competence model [2] consists of three parts, and in part #1, called the cluster “content and context of management”, 4 competencies: 1) the combination of science and practice in the management process; 2) making managerial decisions on health promotion; 3) compliance with legislation, state strategy and professional ethics in the management process; 4) compliance with the uniform principle of health protection and health safety in the management process;

3 competencies in the so-called **cluster “relations and interactions in the management process”** Part 2: 1) leadership and systems thinking; 2) cooperation and partnership; 3. dialogue, culture and propaganda;

The so-called **cluster “managerial results and achievements”** also has 3 competencies: 1) Resource management and strategic leadership; 2) Reflexive practice based on professional development and ethical standards; 3) It covers a total of 10 competencies, such as “smart flexibility” and literacy in organizational matters [2].

Forbes magazine lists the following leading competencies that are considered necessary for the effective implementation of public civil service. They are grouped into four clusters and include the following important competencies [3]:

The cluster of leadership competencies of a leader can be classified as follows: I. Personal effectiveness; II. Intergroup and interpersonal cooperation; III. Global thinking and offering solutions; IV. Result orientation.

I. The **cluster “personal effectiveness”** includes five competencies: 1) Self-confidence of the manager; 2) Success and enthusiasm-ambitions; 3) Initiative; 4) Teamwork; 5) Communication skills.

II. The **cluster “intergroup and interpersonal interaction”** includes five competencies: 1) The ability to influence employees; 2) The provision of public services, work with citizens’ appeals; 3) Staff development; 4) Leadership; 5) interaction, openness.

III. The **cluster “global thinking and search for solutions”** includes six competencies: 1) Logical thinking; 2) Abstract thinking; 3) Systems thinking; 4) Decision-making; 5) Expert erudition; 6) Acquiring knowledge throughout life.

IV. The **cluster “result orientation”** includes three competencies: 1) Resource management; 2) Information resource management; 3) Quality control.

A.V. Ovchinnikov [4] proposed a “universal model of professional competencies”, in which five different groups of competencies are distinguished by quality: I. Personal; II. Social; III. Technical; IV. Organizational and V. Administrative.

I. **Cluster 1 called “personal competencies”** includes the following groups of competencies: 1) Cognitive (informative); 2) Creative; 3) Organizational (methodical); 4) Heuristic.

II. The **2nd cluster called “social competencies”** includes: 1) Social interaction;

2) Interpersonal communication; 3) Social (religious, racial, national, tribal, cultural) self-awareness.

III. The **3rd cluster called “technical competencies”** includes: 1) Special competencies; 2) Occupational safety and health; 3) Environmental competencies.

IV. **Cluster 4 called “organizational competencies”** includes: 1) Understanding the mission of the organization; 2) Commitment to the organization; 3) The correct definition of their position in the organization; 4) The ability to work in a team.

V. **Cluster 5 called “administrative competencies”** includes: 1) Leadership in the team; 2) Strategic thinking and planning; 3) The ability to influence the team; 4) Initiative [4].

M.U. Atamuratov [5], According to the results of his research, A.V. Ovchinnikov – offers the **6th cluster called “managerial competencies”** and includes: 1) Management values; 2) System analysis; 3) Managerial decision-making; 4) Flexibility; 5) Leadership; 6) Managerial professionalism [5].

In general, a sports manager characterizes the socio-psychological content of managerial competencies, this cluster analysis proves that there is a need for society to radically improve the system of public administration in the field of physical culture and sports, which requires an empirical study of its socio-psychological conditions.

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