



LEADERSHIP QUALITIES IN THE DEVELOPMENT OF MANAGERIAL COMPETENCE IN STUDENTS

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ABSTRACT

Having to communicate with employees, he is always polite and tries not to violate the norms of decency, ahlok, but when hych does not argue with them. At meetings, if a problem causes a discussion, it does not interfere directly with the process, leaving the last word to itself. Thus, employees are given freedom of thought and behavior, which, even when asked for the opinion of the chief, does not come out of him clearly, because he does not know the staff well, and, moreover, is afraid to offend them.

KEYWORDS: The communities, always behind, The management techniques.

INTRODUCTION

Scientists believe that in the communities where such a leader conducted the work, all indicators are always behind, and I do not even land. The Liberal leader, allowing arbitrariness at work, does not stand much and tries to look for work from elsewhere.

The management techniques evaluated above refer more to leadership than to leadership, but in the scientific literature both of these phrases are often used synonymously. In fact, the best leader will also embody all leadership qualities in himself. Because the types of a leader in a purely social psychological sense are differentiated according to the personal qualities that they show more in themselves in different conditions. For example, a leader-organizer, a leader-initiator, a leader-Erudite, a leader who manages the emotional-emotional state of the team, a leader-wrist, etc. A good leader, knowing these qualities of a leader, must educate them in himself and be able to work in collaboration with leaders in his team. In recent years, studies in Moscow and other large scientific centers have come to the conclusion that in reality it is difficult to meet a purely democratic or purely authoritarian leader in life, but even when they are encountered, it is known that they cannot lead a team for a long time. That is why they depend on the situation, the concrete community, the norms of action adopted in it, the idea that the type of interpersonal relationships determines the tactics and style of work of both the leader and the leader. But the practical importance of knowing the psychological content and essence of these leadership styles is that each style has its own positive side, while the skillful leader is self-educated, it is advisable for them to educate the most responsible, especially those who are suitable for the team he leads.

It is also impossible to say that the leader will have innate abilities, as mentioned above, and on the second hand, the leader will continue to be stichily brought up depending on the situation. Of the thousands of personality qualities, many are accessible and acceptable to leadership. A.V.Petrovsky counted one and a half thousand of such positive qualities. But there are certain

qualities and abilities that should be of course, which summarize the whole thing, which should be briefly mentioned in this article.

First of all, any leader should have a certain norm of intelligence. It is desirable that this norm is higher than the middle for a good leader, since working with a leader with an intelligence in his genius has a number of inconveniences for employees, such intelligence has shown practice and life that a psychological barrier to the positive development of the rest. There are other important qualities that compensate for the above-average intelligence in the leader, which have a positive effect on the effectiveness of management work.

For example, the qualities of independent thinking, resourcefulness, initiative of the leader. Because, even if some people make mistakes, it is necessary that the leader can tell original thoughts and show directions, that each person can give an independent assessment of the work done.

Because independence is an important psychological feature that determines the image of a person.

If the leader has Independence, then there will also be self-confidence, which, in turn, will lead to a high level of subjective requirements in the individual. It is often said that a leader is demanding of the leaders, but a good leader must first be self-proportionate. An important factor is self-assessment and, on this basis, the development of a system of attitudes towards others.

Another of the universal, necessary sensations for any leader is to be literally "intellectual" or, in other words, civilized. The chief must first of all demonstrate his self-esteem in circulation, in everyday interactions with people. The culture of circulation is the art of appropriate, clear, short, sincere speaking, on the other hand, the ability to listen to the interlocutor. Because, on the basis of personal conflicts that arise between the chief and the staff, it lies either the inability to listen or the inability to speak correctly. Being able to stand up for oneself, being able to associate with one's emotions, having a sense of empathy, patience in dialogues, etc. are important aspects of non-communication.

The ability to plan team activities and their own activities is one of the important things for the leader. Because it is an important psychological feature that ensures self-control on the basis of planning and the ability to control the externality of others in a purposeful way. Planning is the ability to see a specific future, the image of the future, and bunarsa is an important sign of how immature the individual has become and is eager for a goal. This is a rather complex psychological process, which is due to how factorically the individual is focused, being able to focus only on important things, being able to quickly use time, refrain from exaggerations, be able to cooperate with subordinates, whenever possible, depending on their abilities, and, finally, control and request the work ordered in a timely manner. A leader with the ability to carefully plan his work should have a realistic mindset, that is, a person who can choose the most correct and appropriate of all the alternative options that apply to that problem or job even under any circumstances, be able to properly externalize the work, that is, manage the work with the least effort and time, be able to In addition, it is also necessary for a better person to have the ability to anticipate all the steps and means of practicing it, imagining it up to each individual detail of the work in front of him. Only then can he boldly get to work, follow others and achieve the same indicators as production.

Among the leadership qualities mentioned above, the most important one, which naturally requires psychological skills, is the ability to work with people. In order to work effectively with team members, the leader needs to know their psychology, the psychology of each member and the psychology of the group well, because "knowing the psychology of others is the only way to rule over them" British scientists wrote. Another advantage of social psychology in this regard is the social psychological training method, with the help of which people who work with people are successfully prepared for various methods of team management.

The transformation of an ordinary leader or leader into a superleader takes place in several stages:

I - to be a leader for oneself, that is, one's independent person, individuality through personal goals and tasks, self-observation, self-motivation, imaginative repetitions and cognitive analysis, realizing that he has exemplary qualities for others;

II - being able to demonstrate the advantages of the above-mentioned qualities to others and convince them of their advantages;

III - creating conditions for employees to show initiative and self-confidence;

IV - encouraging employees with independent abilities, giving only constructive reprimands if necessary;

V - externalizing social activities based on self-management and refraining from interfering in affairs.

So, effective management is actually the most effective form of social influence. In this sense, leadership is defined as a set of qualities that can be seen in the influence of a person first on himself and then on others.

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