

EXISTENCE OF LEADER'S SPIRITUALITY IN MANAGEMENT

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Abstract: *The piece provides a philosophical examination of the ethical and spiritual attributes, responsibilities, and roles of both managers and employees. The professional ethics of a leader is one of today's current socio-ethical issues. In the 21st century, there is a significant focus on the comprehensive examination of professional autonomy and professional responsibility in the field of ethics. Ultimately, the ethical conduct of a leader should be viewed as a spiritual occurrence that is evident in the ethical behavior of both individuals and society, taking the shape of applied ethics.*

Keywords: *leader, ethics, responsibility, duty, justice, indifference, culture.*

At the current stage, when the task of accelerating the socio-economic and spiritual development of the country is being solved, personnel policy acquires a new and truly deep meaning. The greater the scope of our principle "From a strong state to a strong society", the higher is the role of managers in its implementation. The current period - the period of radical change in the civil society in terms of quality - requires from each organization, from each of its members, firm effort, accuracy in evaluating their activities, hard work and self-sacrifice. Special responsibilities are assigned to senior staff. In all their activities and activities, they should show unity with their words, self-criticism, and in general, be an example in following advanced human and moral norms. It is necessary to improve leadership activities, methods and tools in all areas.

A leader is distinguished from others by his ability to lead people and a team, that is, by his leadership qualities. He is in the eyes of everyone in the labor team and society, he solves problems related to work and life, and if necessary, the fate of his subordinates. Therefore, he has more responsibility towards others. In this sense, responsibility is the main criterion in the training of modern managers, and it is necessary to be firm in fulfilling this duty. In this regard, the President lamented and said: Every person in this world wants to be happy and live a decent life. It is not only our task, but at the same time our sacred duty, to work tirelessly to realize the noble aspirations of our people in this regard, and to ensure a standard of living for our country that is second to none. This idea serves as the main criteria for the training of managers.

Uzbekistan's prospects depend on several factors. One of these is the management institute. In Uzbekistan, the training and education of modern managers are carried out through these management institutions. National governance in Uzbekistan is based on the principle of "commitment to democracy and social justice". Because "the state carries out its activities based on the principles of social justice and legality, aiming at the well-being of people and society".[1; 53]

The greatest criterion of leadership is justice. At the root of this word is the fate of the whole nation, the prospects of society, and the future of our country. Let's understand this more deeply. Justice should be above all else.

We have no right to forget the advice left to us by our grandfather Amir Temur, who said, "Strength is in justice".[2; 107]

It was a symbol of the old autocratic system and society to bend down in front of a person one step higher than oneself and to trample a person one step below oneself. It is imperative that we eradicate these vices and completely remove them.

People under your command can only report to you about the service, get rid of it. You should never forget that as a human being, as an individual, and moreover, as a citizen, you have equal rights.

The attitude of ordinary people to a leader is not just a relationship between two citizens. At the same time, it also creates a moral-spiritual, political-ethical environment in society. Therefore, production culture and its effectiveness directly depend on the mood of people and their attitude towards the leader.

A true leader treats everyone equally. Of course, people are different. Among them, there are those who do not listen, and sometimes they openly protest. A nation is a nation as a whole with all its virtues as well as its defects. A true leader will gain due respect and honor in front of the people when he understands this integrity, feels it intelligently, and is able to unite their heads and follow him.

A high level of spirituality, responsibility and culture, which are important criteria for determining the image of a leader, is also important. This is not only a requirement of the transition period, but also a factor that renews the meaning of the concept of a manager who can provide the great future of Uzbekistan and is able to serve it.

It is also known from his comments that the President constantly deals with issues such as radically changing and renewing the outlook of the current leaders, and pays great attention to them: "Selfish and arrogant leaders who are indifferent to the pain of the people and think of nothing but their own interests are an obstacle to the development of our country and the well-being of our people. Now it is impossible to compromise with them." It's no secret that the following negative characteristics remain in many executives who were educated by the former bureaucratic system after achieving the age-old dreams of the people of our country - independence:

- indifference to people's pain;
- putting one's own interests first;
- selfishness and greed;
- in general, to be an obstacle to the development of the country and the well-being of the people.

In fact, these are people who have adopted the spirit of "selfishness and greed" of the leaders of the former regime. Since these negative trends were noticed by our President in a timely manner, special importance is being attached to the work of retraining and education of the managers who fall into the category of existing paralysis. In this regard, he puts forward such an idea: "We need such leaders, so that they burn as glue, and work hard! As

long as honest, pious, knowledgeable, and experienced leaders do not lead at all levels, if they do not work bravely and enthusiastically for the reputation of our independent country, for its benefit, our work will not be as desired." [5; 23] If we pay attention, the head of the state promotes the education of senior employees as a whole, without dividing them into any categories. This is a completely new interpretation of the concept of a manager in accordance with modern requirements. In it, the priority is only the requirement that the executive should be worthy of his name.

The society and the nation will be free from defects, first of all, it starts with the ability of the leaders to adapt to the demands of the times, and to get rid of their moral defects. A modern leader should be able to be a leader, selfless, role model and role model for his team with all his qualities.

In the conditions of independence, the work of training new modern management personnel requires a scientific approach, taking into account the objective situation. The process of training management personnel in Uzbekistan has a programmatic basis and consists of a continuous system of a number of activities, such as the selection of talented students and youth of Uzbekistan, improving their level of knowledge, and forming their professional skills. At this point, it is necessary to dwell on professional ethics. According to A.Sher, "... it is impolite for a leader to treat subordinates with disdain and rudeness, to look down on the needs and desires of ordinary people in the area or organization entrusted to him, in order to gain personal wealth". [3; 216] Sacrificing the interests of the country, region or organization through corruption is immoral and can be considered as treason not only to the leadership profession, but also to the Motherland. This is why professional etiquette is sometimes called professional ethics.

Thus, specific criteria have been developed in Uzbekistan for the training of modern managers and they are being put into practice. These criteria are consistent with modern management methods and democratic principles of leadership.

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