

Aspects of Expressing of Organizing and Managing Abilities in the Works of Eastern Thinkers

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Abstract

In this article thoughts about the leadership abilities of the individuals, management system, management skills of the leaders reflected in the works of our thinkers are discussed.

Keywords: *Management, organization, ability, characteristics, leadership, rules and law, power of will, fair organizing, manager, leader.*

Introduction

The formation of a harmonious personality, which is free and independent-minded, consciously active in the life of society in our country, is associated with the improvement of the system of personnel training in harmony with the times. At present, to improve personnel capacity of the leader, to form and develop the necessary qualities such as management, organizational features, educate them accordance with modern requirements of life are present day urgent problems. In the implementation of these tasks, the use of the works of thinkers, who are our national heritage, gives an effective result.

The Main Results and Findings

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In this regard, our president says “...without feeling the demand of present time, no one has the right to work in old form. For this, we have enough strength and opportunity, knowledge and potential, as well as willpower, aspiration and perseverance” [1].

In fact, from the early years of independence, the restoration of our valuable spiritual and cultural heritage, created by our ancestors for many centuries, has risen to the level of public policy. To feel ourselves better, we must thoroughly study our history, ancestors, historical monuments and the valuable works created by thinkers, as well as we have to achieve to take the leading place in the education of the younger generation, the national spirit, all mankind values and traditions.

In the works of our thinkers, we consider the views expressed in the management and organizational abilities in leadership activities. These characteristics are considered as individual abilities of the individuals and are widely covered in the works of our thinkers, psychologist scientists. In some sources it is explained by the term “organizational” and “management”.

One of our thinkers, Abu Nasr Farabi, in his work “The City of Virtuous People”, says that stratification and self-management of the members of the society should correspond to the general requirements of the society, according to the stratometric (gender, age, political preferences, education background, income level, etc.) characteristics of the people in society in the spiritual and psychological management of the population. In this regard, one can also say that the personality of the leader, while the leader who leads the society always emphasizes that one must be just, reasonable, and that the good life of people depends on the management of the personality of the leader [2].

According to the scientist, the person, who is not able to lead members of the society to necessary work, inspire them, who has no power to do it such kind of person never can be a leader. The leader learns the secrets of management from the leaders who have lived before him, but if he wants to reform the past customs, he should change in accordance to the way of life, because if the requirements of the past are preserved in the management system, there will be no relief, innovation, change and growth in the life. From these points of view by Farabi it says that the personality of the leader should be a good and fair organizer, free from bad habits. For the manager, the leader living in any time, working in any organization, it is important to lead and manage others, to firmly unit and direct them for positive activity, to inspire them.

One of Central Asiain thinker, Abu Rayhon Beruni, also expressed his opinion about management in his work "India". He told that, the nature of the leader (here the character trait is implied) interested in the affairs of management and politics, telling the truth, decisive in thought and purpose, to manage the country, leaving the state idle to the next generations and making such decisions, representatives of the next generation should also obey these rules [3]. It is desirable that the manager, who is naturally inclined to management, be persistent in his thoughts and views, rely on the feedback expressed by the wise people in the implementation of his work. In management, the main task of the leader is the establishment of equality and justice between the higher and lower classes, the stronger and the weaker class people. In this work, the scientist touched on the personal qualities of the manager, and suggested that the leader must be sharp-witted, be able to understand his own mistakes, be diligent in the management process, not be bored of his job, be self-controlled and be aware of the analysis of what he has done [4].

These ideas are still used today as the primary source in the psychology of management and guidance without loosing its importance in management activities.

In the 3rd part of the work of the outstanding poet and statesman Jalaliddin Davani "Moral Jalali" there was mentioned such notions as the "city", "state administration", "the policy of kings". As Davony analysed the characteristics of management, he inclined that, it was necessary to educate the managing person from an early age and there should be the following qualities in them:

- **Alertness** – mind sharpening – this is the ability to solve any problem quickly, get noticed them and gain skills, be mobile.
 - **Intelligence** - is the ability to deal with the necessary issues quickly, without engaging in all sorts of things, that is, it requires the skill of recognizing the most important within complex issues.
- **Clarity of mind**- to be able to focus on a specific issue, to be able to master it quickly.

Davoni explained that the manager must be kind, constantly improving, developing his ability [5].

The great thinker, the founder of the Uzbek language, Alisher Navoi, in his work "Saddi Iskandari" described the great set of qualities that a person must have in order to manage society with justice by the image of Alexander: "A person whose language, intention is pure, kind and generous, a humble and kind person, a wise king and the owner of intelligence can

be leader for others. He says: “It is not good quality for leader to put himself above others, to ignore others, qualities of not being with the common people [6].

It is possible to deal with the works created by great statesman Amir Temur, when thinking about management. It is necessary to emphasize that he in his management activity, was engaged in statehood and diplomacy, military skills, creative work, works on science, art and architecture, religion and justice, conduct religious affairs on the basis of council and action, and law in his management activity. Therefore, he with his incomparable perseverance, bravery and courage, which, on the ground of Movarounnahr, endured the oppression of the Mongols and united the people who liberated our people from dependence and disappearance, founded an independent and powerful state, fulfilled their period, are of great importance not only today, but also for our future generation [7].

In fact, Sahibqiran as the founder, leader of a vast kingdom, had created strong principles on management issues. First president of Uzbek Republic I.A. Karimov also said that “I have repeatedly appealed to the “Timur Regimes ” in my life and management time, being sure that the life sayings there are right and never obsolete. For example: “As I have seen in my experience, a person who is persistent, enterprising, sober, courageous and ambitious is better than a thousand who are indifferent” [8]. In this saying we understand that for the proper and productive organization of human activities it is absolutely necessary to be strong, knowledgeable, entrepreneurial, courageous and enterprising. And these qualities are certainly appropriate for the manager.

It was also known from his youth that the commander had the ability to lead. He was able to gather loyal people around him and have the ability to manage them. It could be seen that, at the age of nineteen, when Amir Temur went to Amir Yakhmak to ask for a job, he told that he was young for managing law-court. He was handed over the army, saying that the army could be trusted to him. He was able to gather among the population an army of one hundred thousand people, including strong, strong-willed men, worthy of fighting. In battles just like an ordinary soldier, he stood in the ranks and entered the battle himself as a head. The order introduced in the army of the statesman Amir Temur was not in any country of the world at that time.

12 rules that apply in the management of the state by Amir Temur today are of great importance for today’s leaders, managers.

For example:

- To have one’s own opinion.

- Justice.
- Precision.
- To do everything till the end, not to give up; systematicness, consistency.
- Vigilance.
- To be fair.
- Do not be hasty, do not be afraid to meditate.
- To lead others (people).
- Be independent.
- Being an example with his deeds.
- Not to associate anyone in ruling the kingdom.
- Being careful and alert in meetings.

Amir Timur ruled the kingdom with justice and honesty. He did a lot of good to people. He himself says about it in his work “The Temur tuziklari”: “I have satisfied myself with the servants created by God. I have mercy on both the sinner and the innocent, I have condemned them for justice...I have received the right of the oppressed from the wicked. After proving the material and physical harm inflicted by the oppressors, I discussed it between the two in accordance with the Sharia and did not inflict oppression on one sinner instead of the other.” In addition, the people were taken care of by the situation, and the older people were treated as brothers, and the younger ones as children. I appointed an honest person to inform all the people of the country of their mood, posture, the work they do. Respecting the glory of different nationalities and different tribes, he did good to his good, he who does friendship, he who does his service, he who fulfills his service, if he does enmity, then he regrets, if he comes to him, he forgot his enmity, showed generosity and friendship.

He encouraged experienced, entrepreneurial, sober, courageous, ambitious people with careers and titles worthy of their labor. He improved their material condition, gave a worthy place in the events. To help them, he took over the labor responsibilities and brought them up in this spirit. Three hundred people from the close servants were given the career in the emirate, because they were originally pure, intelligent, courageous, enterprising, alert, cautious, carefully thinking people. At the same time, every job was accompanied by responsibility, conscience and he demanded the same responsibility from other people.

In the process of orderly management of the country, Amir Temur paid great attention to the improvement, cleanliness, freedom of the work. He did not get taxes of those who flourished the steppes or created a garden, flourished the ruined lands in the first year. Second year they paid for taxes with their consent but the third year they were taxed according to the law. If the owners of the ruined lands had no opportunity to use them. They were given the necessary tools and equipment. He built bridges over streams and rivers. On the roadside, the resort had been created. Guards and observers were placed on the roads. They followed the roads and controlled not to steal the passengers goods. In addition to that, in every city and village there were built mosques, madrasahs and hospitals, appointed physicians there and law-courts demanded to protect people's right, peace were built.

Amir Temur discussed each deeds was doing and did. For example: he did everything with a lot of thinking, alertness and caution, in order not to make mistakes. He did not leave today's work for tomorrow. When softness was necessary, he used tenderness, when strictness was necessary, he strictly took measures. If it was not necessary to hurry, he did not rush, but he did not delay urgent work. He carried out work without the use of a sword as much as possible [9].

Conclusion

Proceeding from the above points of view, it can be concluded that the views expressed by our great ancestors and the activities carried out by them serve as an example for the leaders working today to manage the teams and organizations fairly, wisely, find the right way, even in an extremely difficult and impossible situation, to form in themselves such human qualities as intelligence, intuition, philanthropic, honesty, love.

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