

Theoretical Concerted Issues Of Increasing The Competence Of Personnel

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Abstract. The Article Examines The Fact That Personnel Are An Important Strategic Resource In The Development Of Society And Their Relevance To The Competency. The Fact That Competence Is A Criterion Indicating The Result Of Personnel Activity Is Viewed As An Important Condition For The Development Of A Democratic Society. At The New Stage Of The Development Of The Society Of Uzbekistan, The Spheres, Views And Directions Of Further Improving The Competence Of Personnel Are Analyzed. In Summary, Suggestions And Recommendations Have Been Developed.

Key Words: Competence, Democratic Society Development, Professional Competence, Management Personnel, Management Competence, Personnel Competence, Areas Of Promotion Of Competence, Directions, Appearance, Personnel Potential, Upgrade Factors.

Inroduction.

In The Development Of A Democratic Society, It Is Important To Study The Theoretical Concerted Issues Of Personnel Competence. The Successful Implementation Of The Goals And Tasks Set In The History Of Mankind In The Development Of The State And Society Is Associated With The Competence, Potential Of Personnel And The Qualities Inherent In It. Manpower Has The Resource To Influence In The Management Of The Society. Its Impact Is Inherent In This Resource-In Relation To The Conditions, Properties And Factors That Make Up The Properties.

The Concept Of Competence Is A Broad Concept, It Is Associated With All Spheres Of Life Of Society And Expresses In Itself The Characteristics, Qualities Inherent In Personnel. There Are Different Views And Approaches To The Concept Of Competence. Competency Is Understood As The Presence Of Knowledge, Experience And Skills Required To Achieve A Certain Result In The Effective Organization Of Personnel Activities, As Well As Its Manifestation In Specific Field Areas.

The Concept Of Personnel Is Also A Broad Concept, It Is Understood That A Person Who Works In The Spheres Of Life Of Society, Is Responsible For Each Sphere And Has The Authority And Responsibility To Respond. When Examining The Competence As An Important Characteristic Inherent In Personnel, It Should Be Taken Into Account That It Affects All Spheres Of Life Of The Society. It Is Desirable To Take Into Account The Nature Of The Sector And The Demand Placed On It, Which Is Responsible And Responsible For Assessing The Performance Of The Staff In Terms Of Competence. In This Sense, The Concept Of Competence In The Fields Is Also Used. According To Him, The Personnel Himself Expresses The Relationship Between The Activity Of Independent Knowledge Of The Responsible Sphere, The Ability To Acquire Various Knowledge And Information Sources Related To It, His Activity In The Field Of Civil Society And The Implementation Of Civil Duty And Responsibility. Due To This, The Competence Of The Society Is Manifested In Connection With The Skill Of Being Able To Meet The Requirements Of Social, Political, Economic, Cultural-Educational, Ideological, Educational, Science, State And Public Administration. When Approaching From This Point Of View, The Word “Competency” Is Derived From The Latin Word

“Competere”, Which Means The Characteristics Of Each Personnel That Correspond To The Exact Direction Of The Work Area, Are Able To Meet Its Requirements, Are Related To Their Knowledge, Skills, Prestige, Ability.

Materials And Methods.

In The Study Of Personnel Competence, There Are Different Views, Ideas And Approaches On Political, Economic And Management Areas. The Issue Of Personnel Activity Of The Leader Has Been In The Attention Of Political Science Figures Since Ancient Times. The Role Of Managers And Management Personnel In The Life Of Society Has Been Widely Studied In The Works Of Thinkers Of The East And West. The Problem Of Competency Has Also Been Studied By Specialists From Various Fields Of Science Around The World. Although The West And East Complement Each Other In This Matter, It Is Necessary To Recognize The Presence Of Originality In The Expression Of Its Features. For Example, When Abu Rayhon Beruni Evaluates Each Staff, It Is Said That ”Each Person's Assessment Is An Excellent Performance Of His Job” [1], While Aristotle Says That ”Some Kind Of Respected Person Is Usually Evaluated Depending On His Job. Without It, He Can Not Find Out His Purpose. When It Is Possible To See Directly The Conscience Of A Person And His Aspirations For Beauty, It Is Believed That This Man Was Considered A Noble Being Even Without The Work He Was Doing” [2], Arguing That The Activity Of The Individual, His Initiative, Was An Evaluation Criterion Of Leadership Activity. Hence, Eastern And Western Thinkers Have Focused On The Fact That The Result Of Each Work And How Its Effect Depends On The Attitude Of The Personnel To Their Work. He Also Pointed Out That Mo-Szi Should Consider The Set Of His Intentions And The Result Of His Actions In Assessing A Person [3]. Abu Rayhon Beruni Believes That The Governor, Who By Nature Is Inclined To Rule, Must Be Strict In His Thoughts And Decisions, Subject To The Laws In The Conduct Of His Affairs, The King Himself Must Also Have A “Creative Mind”, The Main Task Of The Just Ruler Is An Indication Of The Establishment Of Equality And Justice Among The Higher And Lower Classes,

Or Even If Abu Nasr Farabi Did Not Use The Concept Of Competence, He Described It Through The Attributes Inherent In Competence And Based On The Qualities Inherent In The Virtuous Leader Characterizing The Competence Of The Individual. He Expressed His Views On The Twelve Virtues Of The Mayor Of The City Of Virtuous In His Work “The City Of Virtuous People” [4]. Because, Qualifications Are Important Characteristics That Characterize The Personnel's Competency. When Assessing Personnel, These Qualities Determine Its Activity. His Are Important Criteria That Indicate His Social, Political, Spiritual, Moral Qualities. The Fact That The Leader Has These Qualities In The Field Of Personnel Activity, His Application Shows His Sosial Portrait As A Leader And Plays An Important Practical Role. But These Qualities In Themselves Simply Do Not Come True. It Is Necessary To Take Into Account Many Features Associated With Competency. The Fact That The Personnel Has A Good Knowledge Of Their Field, Respect For People, Fairness, Observance Of Laws, Morality, Not Putting A Lipstick On Wealth And Being Able To Manage One's Own Self, Honesty And Diyanatliity Are Important Qualities That Ensure Its Competence In Practice. We Believe That The Demands Made To The Leaders At That Time Have Not Lost Its Relevance Even Today. After All, Having Such Qualities Serves To Make Managerial Labor Productive And Productive Today. However, Farabi Considers The Summation Of All These Qualities In One Person To Be Command. If Such A Person Can Not Be Found, Then Two People Together And Have The Same Qualities (That Is, One – Wise, The Other – The Owner Of The Remaining Qualities), Considered It Necessary To Put These Two Into The Leadership Of The City Of Virtue.

Abu Ali Hassan Ibn Ali Tusi-The Charter Specifically Emphasizes The Broad Problems Of Public Administration And Qualities Such As Fairness, Morality, Respect For Laws, People, Abstinence. In The Work “Politics” (Or Siyar Ul-Muluk) Tells The Story Of The Rulers Of Different States, The Experience Of Generations, Including Their Own Personal Experience. It States That Officials Occupy An Important Place In The Administration Of The State, Demands For Their Selection And Placement [5]. Amir Temur Also Pays Special Attention To The Issue Of Principles And Norms Of Public Administration, Determines The Duties And Duties Of Officials In His “Temur Regulations”. Particular Attention Was Paid To The Role Of Ministers, Amirs And Non-Deputies In The Administration Of The State And Appreciated Loyal, Morally Clean, Justpesha, Peace-Loving And Especially Initiative Officials. The Sohib Amir Temur About It Says: “I Have Seen In My Experience That A Person Who Is Business, Courageous And Ambitious, Azmi Persistent, Entrepreneur And Sober, Is Better Than A Thousand And Thousands Of Unskilled, Unskilled People. Because, An Experienced Person Orders A Job For A Thousand People”[6] Says. This Is Evidenced By The Fact That The Study Has Significant Scientific And Practical Value In Connection With The Requirements For The Current Competency, Active, Initiative, Entrepreneurial Leader And Management Personnel.

In The Western Understanding Of Competence, Knowledge Is Distinguished By The Tradition Of Understanding It In Relation To Each Field And Evaluating It Through A Pragmatic Approach To The Psychological Characteristics

Inherent In The Personnel. In The West, This Was Of Paramount Importance In The Selection Of Personnel In The Areas Of Competence Management And Evaluation Of Its Activities. And In The East, When Assessing The Work Of Personnel, We Can See That It Is Approached, As A Result Of Its Knowledge, As Well As More Spiritual And Moral Qualities.

In Ancient Times, Greek Philosophers Tried To Analyze The Moral And Spiritual Characteristics Of Managerial Personnel Activities. In Their Opinion, They Considered That The Practical Activity Of A Person Can Be Divided Into Two Types, Depending On The Abilities In It. This Is An Activity Performed Based On The Behavior Carried Out On The Assumption Of Judgment And On This Basis On The Ability To Be Guided. Mental (Intellectual) Activity Is Undoubtedly Based On Reasoning. By Putting The Thought-Provoking Process Into A Single Style, Into A Single Mold, A Person Can Never Rise To Heights. To Rise To The Heights Of Reason, It Is Necessary To Rely Not Only On Knowledge, But Also On The Ability To Manage And Conduct One's Own Thoughts. Because, With The Help Of Managerial Capacity, A Person Imagines Society As A Whole, Will Be Able To Notice That It Is The Result Of Socio-Political Changes, Interrelations, Mutually Beneficial Relations That Are Taking Place In It [7]. In Ancient Times, The Greek Philosopher Socrates Understood Leadership As His Ability To Create Internal Rules That Coordinate Human Practical Activities. At The Same Time, In His Opinion, "A Person Who Understands Himself Understands Well What Is Useful To Him And What He Is Capable Of. He Will Be Able To Meet His Needs And Achieve Happiness In The Process Of Doing What He Can. It Is Free From Any Mistakes And Misfortunes. As A Result Of This, He Is Able To Appreciate Other People And Use Them In A Noble Way. It Will Ultimately Protect Itself From Suffering", He Said In The Past [8].

According To Plato, If The Mind Is The Ability Of A Person To Act In A Manner That Is Aimed At Creating Different Concepts, Then The Ability To Be Guided Will Draw Attention To The Fact That It Is Necessary To Apply It To Everyday Practical Activities [9]. A Group Of Representatives Of Ancient Philosophy (Eleats, Platonists) Recognize The Leadership Activity As A Reflection Of Reason In Practical Life. In Their Opinion, Leadership Is Suddenly A Reliable Means For A Person To Realize His Opportunities In Socio-Political Life.

Management Personnel Activities Great Scientists From The Point Of View Of Geraklit, Socrates And Plato, A Pure Tool That Is Distinguished From Moral Norms As Well As From Practice, That Is, It Is Not An Opportunity That Suddenly Leads To One Goal. Perhaps It Is A Kind Of Practical Activity That Is Carried Out, Relying On Certain Thoughts, Rules And Possibilities. In General, Ancient Philosophical Thought Approaches The Content Of Leadership Without Two Different Positions:

1) Recognition As A Kind Of Practical Activity With A Socio-Political Nature;

2) Taking Into Account The Fact That Leadership Is A Means Of Realizing Exactly The Possibilities. In The Works Of Plato And Aristotle, When The Activities Of The Leader Are A Type Of Practical Activity, There Is A Syncretic In The Form Of Managerial Abilities Three, But From This Does Not Arise The Opinion That Greek Thinkers Deny The Individual Characteristics Of Leadership. Proponents Of Leadership As A Means Of Realizing An Opportunity Understand That It Is Basically The Perception Of The Phenomena Of Nature And Society In Human Bioorganism As An Automatic Process Of Occurrence Of Management Ability.

Today, In The Process Of Transformation Of Socio-Political Institutions Of Society, The Problem Of The Principles And Strategies Of Personnel Competence Has Been Investigated By Foreign Scientists On The Basis Of Various Scientific And Practical Purposes. In Particular, Western Scientists A.Fayal, M.Weber, M.Pula, A.Derkach, N.O.Nick Oliver, P.Drukker And Others Investigated The Importance Of Competence In Personnel Management, Its Evaluation Criteria And Functional Distribution Of Performance [10], The Theoretical And Practical Aspects Of Personnel Effectiveness In Other Areas. In Our Homeland, The Field Of Management Has Carried Out Research On The Role Of Spirituality In The Management Of Specialist Personnel [11], The Importance Of Public Opinion [12], The Role Of The Human Factor And Other Issues. For Example, The Study Plays An Important Role In Understanding The Evaluation Of Labor, Which Represents The Competence Developed By M.Pula, M.Uornera [13].

Today In Western Literature, The Terms "Leader", "Political Leader", Which Denote Competence, Are Widely Used, These Concepts Have Entered Into Circulation As The Base Concepts Of Political Science. It Is Interpreted As A Concept That Expresses Competence. Also, The Concepts Of Each Leader Or Political Leader Are Evaluated By The Characteristics And Qualities Associated With The Individual Individuality Of The Individual, And The Relationship Is Expressed In It. Therefore, When Studying The Problem Of Competence, It Is Of Particular Importance To Use And Take Into Account Both Western Scientific Political Thinking, Approaches In Practice. This Will Help To Further Modernize The Traditions Associated With The Assessment Of The Leader, Formed In The East, And In Social Life To The Spheres Of Management And The Selection Of Suitable Personnel. We See That This Approach Has Also Entered Our Country Today And Is Being Approached With Confidence In The Achievements Of Western Science In Assessing

The Competence Of Management Personnel. But It Is Necessary To Recognize This Fact That In Assessing The Competence Of Personnel, Along With The Individual Characteristics Associated With It, The Commonality Printotype Associated With The Totality Is Preserved In Some Cases. In Addition, Adequate Research On The Creation Of A New System Of Democratic Requirements For The Selection Of Managers And Management Personnel In The Processes Of Building A Democratic Society And A Legal State In Uzbekistan Has Not Been Carried Out. But In The Last Quarter Of The Last Century, Modern Sciences Such As Public Administration, Political Science, Personal Administration, Management, Management Law Were Formed, In Which Studies Were Also Carried Out In The Direction Of Training And Selection Of Leadership Personnel. Before Analyzing Them, The Study Of Concepts Related To The Process Of Modernization Of Management And Personnel Management, In Our Opinion, Has An Important Place.

Therefore, It Is Important To Clarify And Approach The Concept Of Managerial Personnel, Depending On Which Field It Occupies, At What Level. Professor I.Ergashev And F.Ergashevs Also Studied The Subject Of Personnel In Their Studies. They Show In Their Article “Leadership Manpower And Reform Process” The New Requirements Put In Place For The Leadership Manpower Today Are As Follows:

- 1) Deep Understanding Of Duties;
- 2) Ability To Conduct Business;

3) Approach The Aspects Related To The Conduct Of Work As A Staff And Manager On The Basis Of The Requirements Of Independence. In Addition, There Are Such Opinions About What Requirements Should Be Met In Order To Be Suitable For Leadership. According To Him, The Employee:

- 1) Suitable For Leadership;
- 2) Feels Responsible;
- 3) Loyal, Believes In Independence;
- 4) Able To Draw The Right Conclusions From The Complications Of The Former Totalitarian System;
- 5) Has Organizational Abilities;
- 6) Engaged In Mutual Cooperation With The People In The Implementation Of The Tasks Of Independence;
- 7) Able To Gather And Rely On Healthy Forces Around Them;
- 8) Does Not Who Hears And Respects The Opinion Of Others;

9) He Argues That It Is Possible To Build Effective In Public Administration By Having Personnel Whose Interests Are In Harmony With The Interests Of People [14].

The Term Competency Is Derived From The Latin Word “Competo”, Which Means “I Am Achieving, Worthy”. That Is, It Means Deep Awareness Of The Aspects Of A Particular Field, Having A Certain Experience In This Field. In Modern Books On The Field Of Management, “Competence” Is Defined As The Sum Of Actions By A Specialist Aimed At Organizing His Activities Effectively.

Scientists From Ohio State University Consider The Concept Of “Competence” As A Set Of Skills And Competencies That An Individual Needs To Effectively Work In A Given Field. One Of The Leading Researchers In This Field Is The American Scientist R.Meyers Concludes That “Competence Is The Ability Of A Future Specialist To Not Only Meet Certain Criteria, But Also To Support And Prove It In Production” [15].

In Our Opinion, “Competence” Is The Professional And Personal Characteristics Of A Leader, The Ability To Apply The Knowledge, Skills And Skills Acquired In Practice, As Well As The Ability To Independently Solve The Problems And Tasks Posed. That Is, Competence Is The Ability Of A Specialist To Solve Problems That Arise In Life And Work Activities On The Basis Of His Knowledge, Experience And Personal Experience.

In The Article “Competence And Its Types”, Published Under The Editorship Of Elena Leonova In The Russian Journal “Hurma”, It Is Indicated That The Competences Are Divided Into Several Groups:

1. Individual Competence-The Individual's Own Knowledge, Skills And Attitudes (Behavior) That Contribute To The Effectiveness Of His Activities, Relations With Other People);

2. Business Competences – The Knowledge And Skills Needed In A Particular Business Or Field;

3. Management Competency Is A Set Of Skills That Is Applied Only To Roles That Are Directed To Leadership And Management Positions Or Functions;

4. Leadership Competence Is A Leader In A Group, A Comprehensive Example For Others And The Skills Necessary To Be Able To Follow Them;

5. Functional Competence Is Inherent In A Particular Specialty. For Example, A Programmer Must Have Clear Knowledge And Skills In Various Programming Languages, Such As Java, Python.

6. General Competences-This Refers To The General Skills Inherent In An Organization. In Other Words, It Is The Working Style Of The Organization And Its Employees [16].

As A Result Of The Radical Changes In The Economy, Socio-Political And Cultural Life Of The Country, The Beginning Of The Transition To A Market Economy, The Administrative-Command Method Of Public Administration Is Abandoned And The Methods Of Management Inherent In Democratic Values And Principles Are Being Switched. The Reforms Of Liberalization Of Public Administration Are Becoming More Profound. As A Result Of These Reforms, The Criteria And Essence Of Training And Selection Of Leadership And Management Personnel In The Country Have Changed Radically.

Results And Analysis.

In This Sense, The Concept Of “Competency” Is A General Concept And Is Used In Relation To All Managers And Personnel Of The Tier. The Problem Of Competence Has Been Studied By Specialists From Various Fields Of Science Around The World. The Role Of Management Personnel In The Life Of Society In Ancient Times There Is A Specific Tradition Of The Eastern And Western States. Although The West And East Complement Each Other In This Matter, It Is Necessary To Recognize The Presence Of Originality In The Expression Of Its Features.

Today, In The Era Of Global Changes In The World, There Are Specific Views Of Eastern And Western Thinkers On The Sphere Of Competence. The Competence Is Dictated By Political And Ideological Bias. Competency Is Associated With Individual Characteristics Of The Individual. And Individuality Is Manifested In Different People In Different Spheres Of Social Life By More Common Features Of Individuality Inherent In Personnel. The Features Of Individuality, Which Determine The Competence, Are Not Always Clearly Manifested Both In Time And In Time. In The West, The Individuality Of Management Personnel Through The Attributes Of Inherent Printipial Aspects Of Each Personnel, Specific Knowledge, Objectivity, Intolerance To Certain Illegal Situations In Which The Development Of Society Dictates And Meets Its Requirements, The Culture Of The Personnel To Act In Accordance With The Law, To Practice The Rule Of Law, To Tell The Truth, To Evaluate It From The Accordingly, A Significant Role In The Development Of Society Is Played By A Specific Determination In Personnel, The Presence Of Courage, An Important Quality That Determines And Demonstrates Its Competence. In The East, Some Sub-Cases Are Considered When Determining The Competence Of Personnel. This Is Clearly Manifested Not Only In The Evaluation Of The Staff, But Also In Its Selection And Location, As Well As In The Culture Of Self-Assessment Of Personnel And In The State Of Sense Of Responsibility Or Failure. For Example, The Great Thinker Alisher Navoi In His Work "Mahbub Ul-Qulub" Determined His Competence In Relation To The Leadership Of His Time, Depending On His Attitude To The People And His Fairness. The Idea Of Humanism Has Set High. Also In All Of A.Navoi's Works, Including In "Saddi Iskandari" Epos Iskandar, The Description Of Certain Human Characteristics, That Is: The Language, The Intention Of Which Is Pure, Good-Natured, Humble And Gentle King, The Wise King And The Owner Of Intelligence Interested In Knowing The Secrets Of The World, Alisher Navoi Shows That His Noble Purpose Is To Promote The Idea That Society.

Today, The President Of Uzbekistan Sh.Mirziyoev “...A True Leader Is Appointed As A Leader Not Only To Test The Endurance Of Real Leading People, But Also To Create Favorable Conditions For Them, To Ease Their Pain. It Is Necessary To Set An Example And An Example For Everyone With His Ethics And Culture” [17], Emphasizing That Each Leader Should Be Competent And Conscientiously Approach Work Activities.

The Rapid Renewal Processes In Uzbekistan Require Adaptation Of The Knowledge And Skills Of Management Personnel To Changing Conditions, A New Approach To Their Professional Development. In This Regard, Today's Leader Is A Mature Person With Deep Knowledge, Potential, Perfection In The Implementation Of The Responsibilities Assigned To Him, A Member Of The Team That Provides Support For The Effective Functioning Of The Team, Its Development, And Is Loyal To The Values Reigning In It, A Teacher Rich In Moral Qualities That Provide Education And Training, Provide Guidance, Create A Healthy, It Is Required To Be An Employee Who Protects His Interests.

The Modern Competent Leader Should Try To Follow The Following Rules:

- 1) To Clearly Understand The Values Of Social Importance;
- 2) To Accurately Predict The Progress In The Future;
- 3) To Go On The Path Of Solving The Problems That Arise In A Positive Way;
- 4) To Know The Principles Of Management;
- 5) To Constantly Work On His Own Rise;
- 6) To Be Able To Organize Be;
- 7) Must Have A Good Knowledge Of The Basics Of Social Psychology.

President Of The Republic Of Uzbekistan Sh.Mirziyoyev Said In His Address To The Oliy Majlis That “Today Life Itself Requires Us To Develop An Effective System For The Formation Of A System Of Professional, Prompt And Effective Public Service, A New-Thinking, Initiative And A Broad Path To Loyal Personnel” [18] The Scientific And

Practical Study Of The Formation Of The System Of Managerial And Managerial Personnel Is Necessary. “We Will Not Be Able To Achieve The High Goals We Set Ourselves With The Current Pace Of Development. Today, The Times Are Changing, Its Talabi, The Functions That We Are Putting In Front Of Us Are Becoming More And More” [19]. It Is The Incomparable Acceleration Of The Pace Of Life Or The Responsibility Of The Globalist Leadership. Today's Leader Should Possess A High Level Of Economic, Cultural, Spiritual, Legal, Religious And Political Knowledge. Otherwise, It Can Become A Cause For Both Economic And Spiritual Degradation Of The Office In Which It Operates.

At Present, The Competence Of The Management Personnel System In Uzbekistan Is Associated With The Following Aspects. They Are: Deep Understanding Of The Task That Each Leader Undertakes; Excellent Knowledge Of Field; Organization Of His / Her Activities As A Staff And Leader In The Spirit Of Independence And Initiative; Merit For Leadership; Deep Sense Of National Interests And Interests Of The Enterprise, As Well As Responsibility; Ability To Draw The Right Conclusions From The Methods Of Management Of The Former; They Gather And Rely On Healthy Forces Around Themselves; Are Not Given To Formality; Are Inclined To Regularly Increase Their Knowledge And Skills; Have The Ability To Think And Reflect In A New Way; Are Able To Make A Fair Decision, Feel Responsibility And Responsibility, Have Theoretical And Practical Experience, Strive For Efficiency And Efficiency, Deeply Feel Its Requirements In Conditions Of Renewal, Do Not A System Of Competent Personnel Meeting These Requirements Can Be A Factor In The Development Of The State And Society.

When It Comes To Qualities Inherent In The Personality Of A Leader, It Is Appropriate To Refer Directly To The Target Group In Determining The Professional Important And Professional Aspects Of The Individual. In This Regard, Young Leaders In Leadership Activities Were Offered A Special Method Of Sorting Out The List Of Competences In Order To Learn What Is Important. Institute For The Study Of Youth Problems Under The Academy Of Public Administration Under The President Of The Republic Of Uzbekistan And Training Of Prospective Cadres Pz-20170927486 Within The Framework Of The Scientific-Practical Project “Technologies For Determining The Management Potential Of Young Managers And Determining The Prospects For Career Growth” Questionnaires Were Conducted In 6 Regions Of The Republic Of Uzbekistan. 115 Young Leadership Personnel Were Involved In This Survey. The Text Of The Method Of Sorting Out The Compartments Is Presented Below. According To This, The Respondents Will Be Given A List Of 8 Necessary Compensations For The Leader And Will Be Given A Brief Comment On Its Content On Each Of The Compensations. The Respondent Must First Read The Entire List, That Is, The Compartments And The Comments Given To Them, And Then Sort Them According To Their Importance In The Management Process, That Is, He Will Put One Number To The Compartments That Are Most Important, Put The Number 2 To The One That Is Considered The Second Important, And In This Order He Will So, In This Way, We Will Have The Opportunity To Determine The Most Necessary Compensations For The Leader. The Research Procedure Took An Average Of 15 Minutes And The Data Obtained Were Processed In Excel Software And The Data Were Analyzed Both Quantitatively And Qualitatively.

Below Is A List Of Competences That Are Distinguished From The Point Of View Of Necessity In The Example Of The Activity Of A Young Leader:

List Of Competences Sorted By Importance

Level	Name Of The Competence And Its Interpretation
1.	Management Skills-Ability To Analyze The Situation, Make Decisions, Set Goals, Organize Activities To Achieve The Result, Gain Knowledge Of Personnel Motivation And Personnel Control And Be Able To Apply Effective Methods, Tools.
2.	Leadership Is The Qualification To Assume A Leadership Role In A Team Or Group. The Ability To Motivate People To Influence, Convince And Lead Them To Success In A Way That Leads Them To The Goal
3.	Systematic Thinking Is The Ability To See The Situation Together With Its Holistic And Structural Components; The Ability To Clarify Existing Relationships; The Ability To Distinguish The Significant In The Structure Of A Common Phenomenon; The Ability To Collect Information And Sort Out Information In A Large Volume.
4.	Values-Patriotism, Sincerity And Humanism, Loyalty To The Organization, Team, Being A Reliable Person And Employee, Striving To Glorify His Profession.
5.	Good Knowledge Of Normative Acts And Legal Norms – Knowledge Of All The Innovations And Changes

	That Come Out In The Sphere In Which He Works And In The Sphere Of Army. It Is Based On The Fact That With Each Changing Situation It Is Possible To Immediately Notice Dangerous Signals And Choose A Suitable Answer.
6.	Adaptability To Changes, Resistance To Stress – Changeable Ability To Act In A Situation, Ability To Adapt Quickly To New Conditions And Effectively Solve New Tasks
7.	Communication\Sociability - The Desire To Communicate With People, To Prevent The Occurrence Of A Situation As Conflict And Tense As Possible. Any People Can Find A Common Language In Btslan And Under Any Circumstances And Through This Quality Create A Positive Opinion About Himself In Other People
8.	The Direction To Success Is The Pursuit Of The Goal, Which He Pursues In Any Circumstances And Circumstances. Always Strive To Increase Their Labor Efficiency And Achieve High Performance. Striving For A Quick Completion Of Any Work.

* This List Of Competences Within The Framework Of The Research Project Candidate Of Psychological Sciences, Docent I.I.Mahmudov And Developed In Collaboration With Doctor Of Philosophy In Economic Sciences (Phd) A.X.Kholov.

According To The Results Of The Study, Management Skills, That Is, Management Skills, Which The Leader Must Possess, Will Be Recognized As The Most Important Competency That Ensures Effective Performance Of The Leader. In Fact, Any Management First Of All Requires Management Skills That Are Universally Understood And Necessary From The Leader To The Management. First Of All In This Series Have Basic Management Skills

1. Set A Goal;
2. Planning;
3. Activity Planning;
4. Exercise Control Over Employees;

5. It Is Envisaged To Encourage Employees. Without These Primary Skills, No Other Can Be Done. The Young Leaders Participating In The Survey, Having Understood The Basic Necessity Of Their Professional Activities, Show That The Same Compensation Is The Most Important.

The Second Important Is To Show “Leadership” As A Compensation. In Fact, At A Time When The Influence Of A Young Leader On The Team Is Now Awakening, And He Has Not Yet Had Enough Power, It Is Natural That Many Young Leaders Will Include Lilies Among The Most Important Compartments. This Is Based On Dynamic Processes Inherent In Youth Teamwork On The One Hand, And On The Other Hand, Other Forms Of Exposure To The Team In Young Leaders (Management Skills, Professional Skills, Social Capital, Etc.) Under Conditions That Have Not Yet Developed, The Same Leadership Potential For Effective Organization Of Management Is Emphasized In Development Basic.

The Third Competence Is Systemic Thinking, The Importance Of Which Is Manifested In The Correct Analysis Of The Situation, In A Way Based On Management Decisions. Therefore, Young Leaders Find That Exactly This Aspect Of The Human Mind Is Important To The Leader.

When We Pay Attention To The Selection Of Compartments By Young Leaders, It Is Possible To Observe The Manifestation Of Specific Gist In This Ranking.

First, The Lack Of Vital, Professional And Management Experience Will Be The Basis For Finding A Known Concomitant Significant. For Example, When This Study Was Conducted Among Senior Executives, Most Respondents Found That Compensation Associated With “Values” Was The Most Important And Prioritized. This Is Evidenced By The Fact That Senior Executives Have Management Skills, So Even If They Find Management Skills Important, They Do Not Put It In The First Place. In The Same Way, The “Normative Acts And Good Knowledge Of The Norms” Competency Is Also Found To Be Much More Important Than The Young Leaders (Senior Leaders Were Selected On 3 Place). Because Senior Executives In The Civil Service Focus More On Labor Activity Than On Sorting Out Human Relations In The Team, And Feel That The Normative Aspect Of Activity Is An Important Factor Of Productivity. In The Same Order, “As For The Direction Of Efficiency” Has Taken 4 Place For Senior Managers, And From This It Is Understood That Efficiency Is One Of The Main Criteria For The Effectiveness Of Managerial Activities, And This Compensation Is Perceived As An Important Professional And Leadership Compensation.

Hence, It Can Be Concluded That Young Leaders Consider The Compensations That Provide For The Management Activity To Be Necessary In A Way That Is Appropriate To Their Age, And Sometimes Even Not From The Need For Labor Activity, But To Have A Sense Of Personal Mental Fullness, That Is, At This Moment The

Compensation Serves To Make The Young Leader Feel Whole, The Results Of This Study Will Provide A Shortcut To The Young Leadership In Providing Knowledge, Retraining And Organization Of Training Programs And Activities Of Malka Training Courses. It Should Also Be Taken Into Account In The Conditions Of Psychological Counseling Provided To Young Leaders By Psychologists Working In The Field Of Management.

Discussion

The Manifestation Of Personnel Competence In Social Life Has Been Realized In Connection With The Democratic Or Nodemocratic Character Of Society. In Democratic Societies, Conditions And Factors Necessary For The Formation And Development Of Manpower Associated With Competency Have Been Established. Then The Activities Of The Personnel Will Be Manifested As The Essence Of Democracy, That Is, The Realization Of The Power Of The People And The Work That Everyone Is Doing, As A Criterion For Determining The Goals And Interests Of The People, Their Freedom, The Priority Of Human Rights And Interests, And The View Of Man As A Supreme Value, Their Activities. Otherwise, There Have Been Preserved Cases Of Specific Conflict Between The Competence Of Personnel And Their Activities. This Can Be Attributed To Many Examples From History. For Example, The Period Of The Former Union Can Be A Clear Example Of This. Because, In Assessing The Competence Of Personnel In The Former Union, The Policy Of That Period Was Subordinated To The Goals And Interests Of The Ruling Communist Ideology, And When Assessing Personnel, Business Activities Corresponding To The Goals Of The Communist Idea Became An Important Criterion Determining It. That Is, When Determining The Competence, The Printing Class, Party, Which Was Approached Individually And Based On The Objectives Of The Dominant State Ideology, Was An Important Criterion For Determining The Personnel Activity. In This Sense, We See That The Approach To Personnel Competence Is One-Sided Limited.

President Of The Republic Of Uzbekistanin The Appeal Of Sh.Mirziyoyev To The Supreme Assembly On 24 January Of This Year "...Let's Never Forget One Truth: We Are The People Who Created A Great History, A Great State, A Great Culture. We Are A Great People Who Will Never Escape Labor, Who Will Not Be Afraid Of Hardship, Who Will Appreciate Justice, Who Will Strive For Their Cause..."[20], That Was Asserted. At The Same Time, Having Their Professional And Managerial Qualities When Assessing The Competence Of Management, They Pay Special Attention To Their Nationality. This Means That In Determining The Competence Of Management Personnel, One Can See That The Experience Of The East And West Enriches Each Other. Professional Or Professional Competence Implies A Good Knowledge Of Their Field Of Work, Intellectual Potential, Deep Knowledge And Skills. Professionalism Is The Most Basic Criterion In Relation To Work And Activity In Relation To Other Criteria. Based On It, The Individual Is Evaluated As An Activity That Implies The Achievement Of Competency, Factorization, Saving And Investigating Everything In Its Place, High Efficiency. In This Regard, Critical Analysis And Strict Discipline In Relation To The Responsibility Of Today's Requirements In Relation To The Competence, As Well As The Need For A Personal Responsibility And A Responsible Approach Are Of Particular Importance.

Competency Can Be Sufficient From The Point Of View Of Professional Training, But There Are Some Such Characteristics That Cast A Shadow On Its Professional Training Or Contribute To The High Manifestation Of Professional Training, Raise Professional Competence To A Higher Level Of Excellence. This Is Manifested By The Patriotism Of Each Staff, Their Attitude To Human Rights And Interests, Their Confidence And Commitment To Their Nation And National Value, Their Ability To Gather Around Themselves Healthy-Minded, Aspiring, Entrepreneurial And Business Personnel, And Their Benevolence.

The Qualities Demanded By Management Personnel In A Globalized Environment Are An Indicator Of A Responsible Approach To Each Job, A Sense Of Self-Confidence And High Respect For The Nation, The Prosperity Of The Country, Attracting Healthy-Minded, Aspiring, Entrepreneurial And Business People Around Them. Also, Another Requirement Imposed On Leaders Is Explained By The Fact That They Should Be Capable, Honest And Pious.

One Of The Goals Of The Training Of Personnel, The Implementation Of Political Reforms, Is The Decentralization, Objectification And Liberalization Of Power. This Is Achieved By Training A New Leader And Cultivating The Political Culture, Political Thinking Of The Population, Changing Their Outlook. But This Is Not Enough. In Order To Diversify The Career, The Rule Of Law, The Law-Enforcement Power Must Be Fully Manifested In The Relations Between The Citizen And The State. A Citizen Or Economic Entity Does Not Personify A Career, Even If He Is Confident That His Work Will Be Legally Resolved, Even When Someone Else Sits In The Place Of A Particular Official.

For Example, In Japan, An Appointment To A Career Or To Have A Great Career, According To The Law, Is Officially Announced After A Trial Period Of At Least 6 Months, That Is, After The Employee Has Been Able To Show His Positive Side [21].

In Order To Get A Career In The Civil Service, The Internship Is Taken Into Account, As Well As The Quality And Qualities Of The Employee In The Labor Activity (These Characteristics Of The Servants Are Taken Into Account By The Personnel Department). The Employee's Work Activity Is Assessed Throughout The Year Directly By His Head. Then These Conclusions Of The Head Are Sent To The Director Of The Department (Head Of Department In The Ministry) For Approval. If The Director Has Other Opinions About The Employee Again, He Can Also Describe Them In Writing In Addition To These Conclusions. In Practice, Such Situations Are Rarely Threeraydi, Because, When Writing Conclusions, The Generalizing (Developer) Leaders Are Consulted Among Themselves And The Opinions Of All Are Taken Into Account [22].

Hence, In The Management Of Society, Managerial Personnel Activities Are Of Great Importance In Terms Of Social Impact. The Basis Of The Development Or Degradation Of Society Is Closely Connected With The Fact That Those Who Work In This Leadership Position Can See The Future, Find Out The Basis Of The Problems And The Ways To Eliminate Them. Also, The Development Of Small-Scale Business During The Activities Of The Leader Is An Important Link In Ensuring Employment Of The Population And Serves To Increase The Well-Being Of The People, To Increase The Standard Of Living And Quality Of Life.

Raising The Competence Of The Leadership In The Construction Of A Just Democratic Legal State And Civil Society In Uzbekistan Is Associated With The Following Factors:

- It Is Important That The Personnel Of The Management Board Of Directors Carry Out Their Activities Not Selflessly In The Interests Of The Individual, But In The Interests Of The State And Society And National Interests;

- Management Personnel Follow The Print Of Fairness In The Performance Of Their Professional Duties Independently, They Must Obey Before The Higher Offices Only Through The Observance Of The Law. In This Regard, It Is Desirable To Formulate A System Of National Justice In Foreign Developed Countries And To Generalize The Experience And Practices Of Development And To Apply Their Beneficial Aspects To Practice In Harmony With The Traditions Of Statehood And Spiritual Values;

- They Must Decide On The Basis Of The Requirements Of Equity, Transparency, Social Justice And National Values Of Spirituality In The Performance Of Tasks Such As Appointment To The Post In The Field Of Management, Conclusion Of Contracts Or Awarding Employees And Recommending Them To Help Money;

- Management Personnel Are Responsible Before The Public For Their Decisions And Actions, They Must Allow Citizens To Have Any Kind Of Control Inherent In Their Positions, Create A Democratic Environment With Openness, Transparency, Responsibility;

- Entrepreneurial Characteristics In Executive Personnel Should Be Manifested In All Areas. The Introduction Of New Technologies In The Socio-Economic Development, Production Of Territories Leads To Economic Efficiency. This Will Ensure That The Socio-Economic Basis Of Society Remains Stable;

- It Is Necessary To Further Increase The Role Of Public Control, Mass Media In The Formation Of Democracy, An Atmosphere Of Transparency, In Order To Prevent Some Negative Situations Encountered In The Activities Of Public Administration Personnel. As A Result, The Improvement And Development Of The Management Personnel System In The Country Is Carried Out On The Basis Of Democratic Principles.

- It Is Necessary To Organize Demonstrations, Conversations That Regularly Shed Light On The Activities Of Managers And Management Personnel Working In Different Parts Of The Management Personnel System, The Achievements And Shortcomings Of The Work Carried Out By Them, As Well As To Popularize The Experience Of Constant Organization Of Their Direct Communication With Citizens.

The Effectiveness Of The State Policy Aimed At Ensuring Employment Of The Population Largely Depends On The Activities Of Local Government Authorities, Leaders In The Localities. After All, The Main Task Of The Authorities Is To Ensure A Comfortable Life Of Citizens. Therefore, The Employment Policy Of The State Should Primarily Focus On The Promotion Of The Well-Being Of The Population. Therefore, The President Of The Republic Of Uzbekistan Sh.Mirziyoyev Said In The Joint Assembly Of The Legislative Chamber And Senate Of The Oliy Majlis "Now We Say Goodbye To The Leaders Who Conducted Their Work Only In Their Office And Gave Paper Work And Reduced The Practical Result To The Next Place. Where Do The Ministers Who Sit In The Center Know What The People Need? Leaders Of Networks And Regions Should Learn To Change The Style Of Work, Take Responsibility And Take Responsibility, Draw Their Own Chariot. We Must Not Forget For A Second That Untimely Unresolved Problems Have A Huge Impact On The Mood And Living Conditions Of The Population In The Localities" [23].

Another Important Aspect That Determines The Competence Of Today's Leader Is His Ability To Enter Into A Social Relationship. If The Leader Does Not Enter Into Exemplary Behavior With The Employees In His Team, If Time Is Not Forgiving When He Comes, It Is Natural That He Will Have A Problem In Management. A True Leader Will Give Up His / Her Enjoyment Of The Interests Of The People And Society. He Dedicates His Whole Body, Life, Soul If Necessary. Today's Leader Cannot Achieve The Noble Goals He Pursues Without Compromising Such Situations If He Allows Such Ill-Deeds As Corruption, Localism, Fellow-Ageing, Seed-Growing, Which Is A Source Of Concern For The Development Of Society In The Course Of His Activities.

Conclusion

It Is Possible To Draw Some Conclusions On The Basis Of The Study Of The Theoretical Framework Of Personnel Competence. Scientists Of The East And The West Paid Special Attention To The Issue Of Personnel Competence In Their Time. Although The Approaches Are Different, The Qualities Inherent In Personnel Competence Have Not Always Been In Harmony With The Practical Activities Of The Personnel. As A Result, The Ideas Associated With The Resource Of A Positive Impact On The Lives Of Society And People Remain Practically Without A Scan Of Their Expression. This Causes The Survival And Insecurity Of Some Negative Stereotypes Between Staff And Citizens In Relation To Managerial Personnel. This Is Observed In The Case That Some Personnel Are Not In Line With Their Work, Bypass The Law, Conduct Associated With Cases Of Corruption. The Competence Of The Leader And Management Personnel Is Required To Formulate And Develop Their Approach To Management On The Basis Of An Important Principle That "Government Agencies Should Serve The People, And Not The People For Government Agencies". Management Staff In All Directions "...Now Each Of Us Is Required, Above All, To Have A Deep Understanding Of The Fact That The Task Of The Heads Of Public Administration Is To Ensure Responsible Performance Of The Tasks Assigned To Us On The Basis Of A Critical Assessment Of The State Of Affairs In The Spheres And Sectors In Which We Are Responsible, And To This End To The Successful Implementation Of Radical Changes And Reforms Taking Place In The Life Of The State And Society, First Of All, Has A Solid Knowledge, Understands The Directions Of Today's Foreign And Domestic Policy Of Uzbekistan, Is Able To Analyze It And Actively Participate In It, Shows Its Attachment To The Initiative Personnel With Competences".

In The Development Of Training Programs And Modules Aimed At Improving The Managerial Capacity Of The Management Personnel, It Is Desirable To Focus On The Formation Of The Following Management Competences.

Compensation For Management Values:

- Promote Values Of The Organization, Strive To Create A Culture Of Advanced Management And Effective Organization, Harmonize The Interests Of The Organization And Employees In The Community;
- To Demonstrate Universal And National Values In The Conduct Of Effective Leadership Of The Community And To Rely On The Values Of Advanced Management;
- Tendency Employees And Other Syllable Managers To Develop Partnership Relationships;
- Deep Awareness Of The Pitfalls To Be Put On The Leader Deep Understanding Of Modern Manners And The Ability To Carry Out Modern Behavior In Accordance With That;

Qualifications And Qualifications Related To The Competence Of Management Professionalism:

- The Availability Of Professional, Leadership And Effective Performance Of Corporate Compensations Providing Management To The Required Extent;
- To Be Able To Analyze Your Performance, To Have Your Own Qualifications In The Field Of Reflexive;
- To Be Able To Analyze Group Processes In The Team, To Manage Group Dynamics And Group Processes In The Target Direction;
- Ability To Analyze The Culture Formed In The Team And Adapt It To The Mission And Beliefs Of The Organization.

Personal Qualities And Skills Associated With Leadership Competence:

- To Be Able To Take The Initiative In Solving Difficult And Problematic Situations;
- To Know The Solution In Advance;
- To Act Confidently In Problematic Situations;
- Arousing Confidence Towards Your Own Person In The Group;
- Possession Of A Good Tasur Community Interest In Being Able To Influence The Quality And Awaken A Good Tasur Community About Himself;
- The General Purpose Of The Community Ahzos Is To Animate The Community In One Way Or Another.

Personal Adjectives Associated With A Systemic Thinking Competency:

- Ability To Generalize The Situation In A Holistic, One-On-One Case And According To Its Particular;
 - Ability To Generalize The Situation In A Holistic, One-On-One Case;
 - To Be Able To Clearly Observe Important Event And Event Links;
 - How To Distinguish The Most Important From The Most Common;
 - To Have The Methods Of Collection And To Organize The Information In A Large Format.
- Qualities And Skills Inherent In The Leader Associated With Psychological Stability Competence:
- To Act In A Changing Situation, To Respond To The Factors Affecting The Change Of Environment;
 - Ability To Successfully Solve Tasks New Challenge;
 - How To Maintain Self-Confidence In A Capricious Situation;
 - Reasonable Objection To Actions Against The Negative Effects Of The Situation.

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