



THE CULTURE OF THE LEADER IN MANAGEMENT

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Abstract

A leader must meet a number of requirements. The word "leadership" is given various meanings in explanatory dictionaries, such as management, advice, monitoring, direction, and instruction. It can be seen that there are many requirements that managers (leaders) need to meet in the current era. The need to develop management culture for the leader to succeed in management, the culture of management employees depends on many factors, the level of general culture, business qualities, deep and comprehensive knowledge of management science and having the ability to apply it in the course of their activities presented in this article.

Keywords: Manager, Culture, Material, Spiritual, Standard, Art.

Аннотация:

Руководитель должен соответствовать ряду требований. В толковых словарях слову «лидерство» придаются различные значения, такие как управление, совет, контроль, руководство, инструкция. Видно, что существует множество требований, которым должны соответствовать менеджеры (лидеры) в нынешнюю эпоху. Необходимость развития управленческой культуры у руководителя для достижения успеха в управлении, культура управленческих работников зависит от многих факторов, уровня общей культуры, деловых качеств, глубоких и всесторонних знаний управленческой науки и наличия умения применять ее в курсе их деятельности, представленной в этой статье.

Ключевые слова: менеджер, культура, материальное, духовное, стандартное, искусство.

The concept of culture. The concept of "culture" is a general indicator of the level of development and has several meanings. For example, it is possible to talk about the culture of society, the culture of some individuals, and finally, the culture of some type of human activity. Human activity is divided into types that create material and spiritual wealth. Therefore, material and spiritual culture are different from each other.

Material culture is an indicator of the level of human subjugation of nature. It includes means of production and objects of labor. Spiritual culture can include science, the level of education of the population, the level of medical services, the level of art, the level of development of people's moral standards, spiritual needs and interests. Thus, culture encompasses the achievements of a person in the process of development both in the field of cultural production and spiritual life. It consists of the essence of human knowledge, its work, and is created by previous generations of people. Human culture



is growing and changing, because the current generation can develop further only on the basis of creative use of the cultural values of previous generations. The unique culture of Uzbekistan is years, centuries. It is formed during the course of time, its preservation and development is the task of highly educated people of the multi-ethnic republic - figures of science, literature, and art. An important component of human life is the acquisition of cultural wealth accumulated by all mankind, including the acquisition of management culture. .

Management culture. Management culture is very important. In the course of its development, humanity has accumulated a great deal of management experience. In market conditions, this experience should serve to improve management efficiency. The emergence and development of management is primarily related to the rise in the level of management culture. because, by critically evaluating management ways, methods, tools and methods, the best of them were selected for use in world experience. Having a culture is not only necessary for a manager, but also a condition, because in order for every department of every organization to work effectively, its employees must have a high culture. Management techniques are evaluated according to indicators reflecting working conditions. The diversity of elements of management culture creates the need to adhere to various standards, including ethical, legal, economic, organizational, technical, and aesthetic standards. They include a correct understanding of social duty, human relations and mutual respect, conscientiousness, truthfulness, humility, etc. Adherence to ethical norms in the course of management indicates a high level of its culture.

Legal standards in management are reflected in state-legal and organizational-legal normative documents. It includes the law on state enterprises, laws on entrepreneurship, and laws on property. But the laws cannot take into account the unique characteristics of each enterprise. For this reason, each enterprise, based on the law, establishes normative rules that take into account the specific characteristics of production in the enterprise. determined for the surrounding environment.

Leadership culture. The culture of the leader includes the culture of management employees, the culture of management processes, the culture of working conditions, and the culture of keeping documents. All elements of management culture are interrelated and mutually influencing. At the same time, among them, the culture of management staff is of leading importance. The manager must achieve a high level of culture of the management process and improve the organization of his work. For this, the leader must constantly critically analyze his work and continuously improve the leadership culture.

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Academica Globe: Inderscience Research

ISSN: 2776-1010 Volume 4, Issue 5, May 2023

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