

The Role of Managers with Modern Knowledge in Improving Management Efficiency

Arzimatova Inoyatkhon Madimarovna

Associate Professor of Fergana State University, Candidate of Philosophical Sciences

ABSTRACT

At a time when socio-economic reforms are deepening in our country the role of leading cadres with modern knowledge, their the importance of improving management efficiency and educating a healthy generation.

KEYWORDS: socio-economic reforms, modern knowledge, enterprise, organization, management efficiency, management, leadership, healthy generation, economic, political and social development, cultural and spiritual renewal

At a time when socio-economic reforms are deepening in our country, the problem of the role of managers with modern knowledge in improving the management efficiency of enterprises, organizations and various institutions is one of the most pressing issues today. We all know that management is one of the most complex professions, which requires the training of a leading cadre who has not only complete knowledge, but also sufficient scientific training. On December 14, 2016, to improve these issues In his speech at the joint session of the Legislative Chamber and the Senate of the Oliy Majlis dedicated to the inauguration of the President of the Republic of Uzbekistan President of the Republic of Uzbekistan Sh. Mirziyoyev noted: "We all understand that in order to fulfill the large-scale tasks ahead of us, we must do a number of things to improve the entire system of work with personnel" [1].

In the context of the global financial and economic crisis, extensive work is being carried out to modernize the economy, technically and technologically modernize production, as well as to implement comprehensive programs for the management of social processes. This was announced by the First President of the Republic of Uzbekistan I.A. Karimov. In the current context of the ongoing global financial and economic crisis, we must continue to work to ensure more sustainable development of our economy, its diversification and modernization, technical re-equipment of production "[2]. As a result of the implementation of these tasks, qualitative changes are taking place in the structure of the economy, and in all sectors of our national economy, a process of gradual management reform is underway. This means that taking the necessary measures not only in the economic sphere, but also in ensuring social development is a topical issue today. In this process, as mentioned above, there is a growing need for qualified management personnel.

During the period of independence, our country has been undergoing a huge and complex process of economic, political and social development, cultural and spiritual renewal. As an independent state, Uzbekistan has taken its place in the world community.

The worldview, spirituality, talent and potential of the leading cadres play a key role in the implementation of large-scale changes and the deepening of reforms. Proper implementation

of the principles, goals, methods of personnel activities, in a sense, predetermines the success of governance, state and society building.

The establishment of a democratic state governed by the rule of law and civil society in our country, the further liberalization of all spheres of life in our society will increase the status of professionalism and morality of the leading cadres. This is due to the fact that the first President Islam Karimov attached great importance to the education, morale and potential of cadres, and called for strengthening public control over the activities of leading cadres. Leading cadres mobilize society, awaken the existing creative forces within the people, revitalize socio-economic life. Of course, for this to happen, a leader must become a role model in the public mind, be able to convince people of his word, be able to follow the people. ... today the leader is not only the owner of a certain profession, first of all, to be worthy of the trust of the people with his activity and humanity, to have a high intellectual thinking, to be far-sighted, to constantly strive for innovation, to live in step with the times, to be resolute [3]. In this sense, the state always pays attention to the further improvement of the activities of leading cadres who can carry out public policy in all parts and areas of the country and carry out leadership work in the interests of the people. "A comprehensive understanding of a great and unique figure like Amir Temur, the study of the political, socio-economic, spiritual and ideological foundations of the powerful empire he built, the great potential, skills, knowledge and experience of Sahibkiran in public administration, in general,

Especially in today's complex and dangerous time, reading this book over and over again, biting its core, is great for people who have taken on the responsibility of being a leader, and for any intelligent person. I don't think it's necessary to talk too much about its usefulness"[4].

In ensuring the socio-economic development of Uzbekistan, the state policy of training national leaders is closely linked with the tasks of the independence period. It should be noted that the policy pursued by the First President of the Republic of Uzbekistan IAKarimov is very reasonable and fair. In this regard, the views expressed in his speech at the extraordinary session of Surkhandarya region on December 19, 2013 are of great importance in the spiritual and moral activities of the leader and his role in the culture of governance. "Life is changing now, its demands are changing," he said. Demand begins at the bottom, among people, for the future of the country, for its destiny. If a leader does not understand such an urgent need of life, he must be answered. It should be replaced by enthusiastic young people who live in harmony with the requirements of the times"[5].

The political system of our society is being renewed on the basis of democratic principles. The foundations of a new democratic system are being laid in our country. This system is based on the diversity of political organizations, ideologies and opinions, and ensures the broad participation of citizens in the management of the state and society. Such participation is not possible without public control, without the introduction of scientific methods of improving the spiritual and moral aspects of the leadership through it.

To date, the problem of the role and place of education management in the formation of professional skills of leading personnel in the development of our society in the social sciences and humanities has not been sufficiently studied in the relevant sources and literature. Due to independence, personnel policy and the need to study it have increased, and the system of principles for studying this problem has changed. We can see them in the following ways:

- Development of the "National Training Program of the Republic of Uzbekistan" related to the training of highly qualified specialists;
- Speeches of the President of the Republic of Uzbekistan Mirziyoyev Sh.M.
- In our scientific community, in the press, in the literature in the political, legal, cultural and educational spheres, a number of views on the training of leaders, the growing demands on their activities are presented to the general public.

Solving these problems defines the following tasks:

- to study the essence of the concept of professional competence of the leader and the process of its formation, to analyze the manifestation of the manager's professional skills in management;
- President of the Republic of Uzbekistan Sh.M.Mirziyoev To study the ideas of management culture in Uzbekistan and the professional skills of national leaders;
- To highlight the importance of the national moral concept of a modern leader in the education of a healthy generation;
- study of current issues facing education management in the formation of professional skills of leaders;
- to study the role of leading cadres in ensuring the success of large-scale reforms in the field of education in our country;
- Analysis of the quality and effectiveness of education, the main requirements for the professional skills of managers in the process of improving the socio-emotional environment in educational institutions;
- To highlight the current importance of education management in the process of further improving the professional skills of managers.

In conclusion, by solving these problems, we can further improve today's modern governance, to further improve the professional skills of management personnel displacement issues can be resolved positively.

REFERENCES:

1. Speech at the joint session of the Legislative Chamber and the Senate of the Oliy Majlis dedicated to the inauguration of the President of the Republic of Uzbekistan. Tashkent, December 14, 2016.
2. Karimov I.A. Our priority is to modernize our country and build a strong civil society. Report of the joint session of the Legislative Chamber and the Senate of the Oliy Majlis of the Republic of Uzbekistan. People's Word newspaper, January 28, 2010.
3. Karimov I.A. Our path is one of deepening democratic reforms and continuing the process of modernization. Volume 20 - T.: Uzbekistan, 2012. 207-p.
4. Karimov I.A. Further deepening of democratic reforms and formation of civil society are the main criteria for the development of our country. Volume 19 - T.: Uzbekistan, 2011. –B. 287-288
5. Karimov's speech at the special session of the Surkhandarya Regional Council of People's Deputies on December 19, 2013. –People's newspaper, December 21, 2013. №

250 (5924)

6. Arzimatova, I. (2019). Art industry development of society and society culture. *Scientific Bulletin of Namangan State University*, 1(1), 129-134.
7. Arzimatova, I. (2019). Aesthetic education, its features and structure. *Scientific Bulletin of Namangan State University*, 1(6), 219-222.
8. Madimarovna, A. I. (2020). The Role of Art in Youth's Aesthetic Education. *Cross-Cultural Communication*, 16(1), 121-123.
9. Арзиматова, И. М. (2020). Искусство как своеобразное средство воспитания. *Вестник педагогики: наука и практика*, (51), 116-117.
10. Арзиматова, И., & Муминов, Ж. (2019). Секция «Философские Науки». *ББК 60 А, 43*, 234.
11. Арзиматова, И. М. (2016). К вопросу о созидательном потенциале национальной эстетической культуры в гражданском обществе. *Молодой ученый*, (3), 1112-1114.
12. Arzimatova, I. M. (2020). Spiritual Culture Of Personality And Artistic And Aesthetic Changes. *Scientific Bulletin of Namangan State University*, 2(11), 160-165.
13. Арзиматова, И., & Муминов, Ж. (2019). Роль и значение эстетической морали в процессе совершенствования молодого поколения. *ББК 60 О, 23*, 60.
14. Арзиматова, И. М. (2019). Социально-психологические особенности национальной эстетической культуры. In *Условия социально-экономического развития общества: история и современность* (pp. 9-12).
15. Арзиматова, И., & Муминов, Ж. (2019). Взаимосвязь экологического и эстетического образования. In *Актуальные вопросы развития современной науки и образования* (pp. 234-236).
16. Axadjonovich, Q. A., & Mamasodiqovna, N. M. (2021, May). MARGILAN LARGE ASHULA SCHOOL. In *E-Conference Globe* (pp. 292-298).
17. Юлбарсова, Х. А. (2021). Волонтерство-Это Фактор Формирования Коммуникативной Компетентности У Будущих Специалистов. *Человек. Наука. Социум*, (1), 228-237.
18. Мирзарахимов, Б. Х. (2019). Культура туризма как стратегия развития книговедения. In *перспективные области развития науки и технологий* (pp. 57-58).
19. Mirzarahimov, B. (2019). The factor of good neighborhood and tourism development (Philosophical analysis). *Scientific Bulletin of Namangan State University*, 1(1), 140-145.
20. Мирзарахимов, Б. Х. (2019). Культуратуризма как стратегия развития книговедения. In *перспективные области развития науки и технологий* (pp. 57-58).
21. Mirzarakhimov, B. (2020). Tourism—is a modern means of aesthetic education. *СБОРНИК СТАТЕЙ*.
22. Mirzarahimov, B. H., Narmanov, U. A., Dekhkanova, N. S., Ortikov, O. H., & Uktamov, K. F. The Role Of Uzbek Tourism Culture And Its Historical And Cultural Transformation Processes In Economic Development.
23. Mirzarahimov, B. (2019). The factor of good neighborhood and tourism development (Philosophical analysis). *Scientific Bulletin of Namangan State University*, 1(1), 140-145.