

ISSUES OF TRAINING POLITICAL LEADERS IN UZBEKISTAN

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Abstract: The article analyzes the theoretical and practical aspects of the issue of creating the necessary environment for the training of new generation political leaders within the framework of the "development strategy" in the conditions of New Uzbekistan.

Keywords: political leader, elitism, leadership, management, governance, political system, aristocratism, personal skills.

In recent years, special attention has been paid to the active involvement of young people in the socio-political life of our country. Educating them in the spirit of patriotism, forming a sense of belonging to the implemented socio-economic and political updates, and actively involving them in the process of reforms in all spheres, solving urgent problems of youth are becoming an important task for state bodies and organizations.

The approach to supporting the socio-political activity of young people includes four basic principles:

1. To carry out communication with young people where they prefer, taking into account and respecting their origin, needs, cultural, physical, spiritual and other factors;
2. Investing in increasing their knowledge, practical and soft skills, political activity with the help of experimental types of education;
3. Motivation to increase their political participation by supporting the collective actions of young people aimed at solving problems;
4. To ensure their involvement in political processes by creating sufficient conditions for young people to try themselves in various political roles

Each of the above principles serves, first of all, to form young people as future leaders (decision-making persons), as well as an active participant in socio-political processes.

Youth can be a dynamic source of innovation, creative power. Historically, they have been the catalyst for important reforms in many political structures, with the help of the power of power and its potential for the correct distribution of economic opportunities.

Young people also often face problems such as poverty, barriers to education, various discrimination, limited employment opportunities.¹

At the same time, a number of problems remain in order to increase the attractiveness of Public Service among young people, to systematically establish issues of targeted training of personnel and their selection in educational institutions, to eliminate old-fashioned views that have settled on civil servants.

Measures aimed at the widespread involvement of a layer of talented youth with an active civic position in public service are not being taken at the required level.

Currently, the system of training young personnel for Public Administration includes educational and educational processes in secondary special, professional educational and higher educational institutions, as well as internships in relevant state organizations.

Various sources cite a number of meanings of the concept of "Public Administration". In particular, according to the information provided in the dictionary of electronic legal terms, which is being maintained by the Ministry of Justice of the Republic of Uzbekistan:

Public administration is a type of social management and is the management of society. Some theorists consider public administration in a broad sense to be the regulatory activity of the state, the influence of special entities on social relations. Also, public administration is the activity of the executive authorities to carry out management of certain areas and objects of state life.²

A state governing body is an organization that is part of the system of authorities, is created by the state in order to ensure the execution and execution of laws and other regulatory legal acts, using special forms and methods of management actions, exercising managerial functions in all spheres of the life of the state and society, having the appropriate structure, competence.³

The achievement of the main goal of training a new generation of political leaders is carried out in the following priority areas:

- increase public service awareness of students of Secondary, Secondary-special and professional educational institutions and students of higher educational institutions;
- systematic implementation of the issues of targeted training, selection and employment of students of Secondary, Secondary-special, professional educational institutions and higher educational institutions in specialties according to the order of employers;
- increase the attractiveness of Public Service among young people, the formation of their initial knowledge in this area;
- formation of a layer of young patriotic civil servants in the future by increasing the feeling of faithfully serving the motherland in youth;
- provide young people with the opportunity to conduct short-term internships as volunteers in state organizations in order to apply the theoretical knowledge acquired in the direction of interest to them in practice;
- • to introduce the practice of meetings and excursions throughout the organization with the organization of discussion and questions and answers on topical issues in order to establish direct interaction of young people with the heads of state organizations;
- * take the necessary measures to increase the status of our country in international ratings on the share of young people in the state civil service, the conditions created for the development of their potential and other criteria;
- broad introduction of modern information and communication technologies to increase the attractiveness of Public Service and the interest of young

people in public service, to collect information on talented young people, to work and communicate with them;

- conduct regular social studies in the above areas and develop proposals based on the results of these studies.

On the problems associated with the training of young leaders in public administration, professor A. Some shortcomings are also indicated in begmatov's research:

- most of the management personnel currently operating have not received special professional training in leadership. They consist mainly of economists, lawyers, agronomists, engineers, teachers and other specialists who have not received special knowledge in such areas as public administration, personnel and territory management;

- the leader in the management system has passed through the old system to the new system of Public Administration and does not have complete knowledge of the specifics of modern management criteria, strategy and tactics. As a result, each of them is doing as far as he knows, based on his capabilities;

- another of the main problems is that there is a conflict between the stereotypes of old management and the requirements of the current stage in the development of the country;

- the system of training management personnel in the country is slowly being formed.⁴

One of the important factors in the formation of personnel policy, in improving the institutional mechanisms of training young leaders is the view on the professionograms of leadership positions. Professor M. In this regard. It is advisable to turn to the scientific views of goronov.⁵ In his opinion, as in every field, in Uzbekistan there are certain foundations for the development of the principles of professionograms of leadership positions.

The system of such foundations is formed by: the first is the ideological basis – the programmatic ideas of the president of the Republic of Uzbekistan about modern leaders. The second is the legal basis-the Constitution of the Republic of Uzbekistan, current documents of the state, government. The third is the duty of succession to statehood, national ascendancy, the spiritual heritage that ruled the people, society, left behind by the spiritual foundation. The fourth ideological basis - the National idea and ideology of Uzbekistan. The fifth is a dynamic synthesis of the results of scientific research, achieved and implemented in the field of Scientific Foundation – Leadership, Management Theory and practice. The sixth-the local basis-is an objective necessity that in Uzbekistan, as in every independent state, there should be a new, independent personnel policy, drawn up and implemented based on its characteristics. The seventh is the comparative basis-the need to ensure the harmony of national and Universal achievements in the personnel policy in Uzbekistan.

The following objectives are envisaged when compiling the professionograms of leadership positions: 1) to study the most advanced achievements of the National, modern and world in the activities of the heads of local government bodies. 2) to

achieve the harmony of authority, rights and high requirements for the leader. 3) raising executive discipline to a high level in leadership.

The task of step-by-Step Preparation of young leaders for the strengthening of independence and its preservation in Uzbekistan was defined as one of the most important tasks. The solution to this problem is in the first years of the country's independence, firstly, the absence of ready-made leadership personnel who understand independence and new market relations; secondly, the need for a new mindset for the existing leader and management personnel; thirdly, the new system of personnel necessitated taking into account such aspects as the training of leadership and management personnel, the formation of their political, managerial-related political thinking on the basis of a national idea⁶.

Due to independence, the unified party system was abolished in the country. In place of the class-party, ideological principles of Personnel Training, new human interests, the priority of freedom were introduced. It is natural that this situation requires the formation of a new political mindset in the leadership and management personnel.⁷ To date, as the power of civil society institutions and the media in the country is growing, political parties, recommended by them, are increasing in demand in relation to the councils of people's deputies in places and representatives of the people elected to the Oliy Majlis. This, in turn, necessitates that both the party and the deputies have a worldview in accordance with the requirements of the time.

Despite the fact that, taking into account the above, there is a possibility of further improvement of the personnel policy of the state, including a change in the methods of their implementation of reforms, today its main goals can be stated as follows:

- highly effective use of the intellectual potential of personnel in the country, all labor resources, their preservation and further reproduction;
- to create all the conditions and guarantees for the professional promotion and promotion of each employee, as well as a civil servant, to improve the quality and efficiency of labor activity, to the emergence of his abilities, to the creative rise, while making every effort and opportunity.

In order to achieve the above goals, first of all, the Institute for the study of youth problems and the training of promising personnel from young civil servants, graduate youth and personnel working in leadership positions in public administration bodies conducts a constant survey, research and studies them in preparatory courses; in cooperation with UNICEF's yu-Report project, the problems and needs of young civil servants are required to be investigated. As a result of the studies, in order to solve the identified shortcomings, the agency for the development of Public Service should develop and monitor the implementation of regulatory legal acts of the relevant bodies of Higher Education.

In order to train young leaders, it is necessary for them to stimulate the activities of various structures. Based on the interests and interests of young people, the experience of organizing around non-profit organizations, preparing them for Public Service and management positions by expanding the number and scope of projects that serve to take into account the participation of young people in the

decision-making process, such as the "Youth Parliament", the "model of the United Nations", gives effective results. In these processes, it is necessary to focus on the coverage of an unorganized, marginalized layer of youth, women, young people with disabilities. In this case, one of the most effective manifestations of cooperation in this direction is the support of the activities of non-profit organizations through targeted grants and subsidies allocated by the state.

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