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NAVOI PERIOD AND COMMONALITY OF MODERN MANAGEMENT

Submission Date: November 05, 2022, Accepted Date: November 15, 2022,

Published Date: November 30, 2022

Crossref doi: <https://doi.org/10.37547/ajps/Volume02Issue11-20>

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ABSTRACT

The article analyzes the views of the great poet Alisher Navoi as a thinker and statesman of his time on public administration, political processes, military relations, the system of government, relations between political groups and layers, managerial decisions. social status, economic and diplomatic relations. His thoughts on governance show that he was not only a great poet, but also a brilliant statesman, a man of high potential and enthusiasm, a wise leader with great influence.

KEYWORDS

Government, management, politics, relations, initiative, planning, coordination, division of labor, discipline, subordination of personal interests to common interests.«Badoi ul-wasat», «Favoid ul-kibar».

INTRODUCTION

Today, in all disciplines dealing with management issues, great importance is attached to certain criteria

related to management activities, and they are mentioned as important features of the organization

of management. Similarly, these characteristics are summarized at the same time as both the requirements of the management position and the criteria that are put before the persons who are selected for such a position. This is actually not a novelty introduced by modern sciences, but one can say that criteria determined on the basis of many millennia of human experience.

THE MAIN OF RESULTS

In particular, there were such criteria in the time of Alisher Navoi. Although they were not systematized, they were noticed in the process of people being selected or employed for certain positions. We looked a little at the life path associated with Alisher Navoi's management system above, examined it. Focusing deeper on the realities in it, we can see a bright manifestation of a number of features, such as the one mentioned above, related to the other-day.

Alisher Navoi was not only a great poet, but also a great statesman. A lot of information is provided in historical sources about his socio-political activities, participation in public administration, actions and goals in management processes. But the poet's works themselves clarify very important features regarding his management issues and participation in the processes, through which we can witness how the requirements of the poet as a statesman, at the same time, can combine the subtleties of management

issues with instructive qualities inherent in a competent person.

One of the most important criteria required by a management position, activity, as well as a person to be promoted is initiative. The criterion of initiative is assessed as character by a number of researchers and figures such as John Kennedy, Thomas Watson, Ralph Emerson, Ilya Shevelev, Jin Landram, John Maxwell [1]. In a number of other sources, it is described as "Ability" [2]. But it is known to us that Aries is formed on the basis of habits that are given in a person from the beginning, generalizing those properties that exist by nature, character is strengthened as a result of life and labor processes. It should be said that both the initiative and the character are equally manifested in Alisher Navoi. In the information on the life and activities of Alisher Navoi, it can be seen that he was the owner of many initiatives in military processes, diplomatic relations, Organization of management, regulation of political dark, support of the economy, rural economy, development of crafts, construction of facilities, provision of social patronage, regulation of the educational sphere, support and many other works. In addition, the initiative he initiated had the potential to become a member of the people's movement. This is evident in his educational field, rural economy and initiatives to carry out construction work.

In fact, no goal is realized without a plan. There is a person who lives within the framework of certain plans. The plans of an ordinary person are usually limited to the goals and interests of one himself, or his family. People with higher potential can live life with plans within the framework of the goals and interests of a particular human group. However, the plans of high-potential people are necessarily formed in harmony with the goals and interests of the state, society. This criterion, which is an important next feature of Management in Alisher Navoi, was also strongly developed.

Planning-the importance of a particular goal, task or work being carried out, also reflecting the level of human thinking, being able to well imagine the state of the action carried out on it after several stages (just like in chess), voluntary (actually mandatory) orientation of the subordinates to the performance of this work is a set of elements of activity aimed at.

Khandamir and Zainiddin Vosifiy note that Alisher Navoi fulfilled the role of a tool for Hussein Boykaro all his life. In addition, his authority of the Khorasan state was one of those individuals who were passionate about the orderly functioning of the state's management system. In the Amir management system, which has great potential in planning, there are many people who are not in a friendly mood to each other, many of the work done by the groups to spread to the world in order to ensure that the level of

prosperity of the country has increased as a result of the orderly, systematic implementation of these works. And after Navoi, the state was also in decline due to the undermining of the planned activities of the same system [3].

The life and work of the great emir is very rich in evidence that proves that he has great service, both in matters such as regulating the various strata and political circles in society, the coordination and interaction of the work carried out by them, resolving controversial issues, managing the internal and external relations of management structure and Society "[4:13] In Alisher Navoi's time, the goals and interests of society are directly indicated by many disputes that occurred in those times when it was very difficult to coordinate the goals and interests of the state, the goals and interests of the state, the goals and interests of the ruler, the goals and interests of the ruler, and the interests of the The task assigned by the ruler or the development of a systematic, stable and developed management of the implementation of the work carried out on the basis of the capabilities of the owners of various goals and interests as above, the ability to clearly imagine that several different ways of its implementation would ultimately give the same result would require a huge responsibility from Navoi The statement of a number of military, economic, political, organizational, cultural, educational and

creative processes related to his life proves that he also has great potential in terms of coordination.

The 14 principles of the famous theorist of managerial Sciences Henri Fayol, who gained wide fame regarding administrative management [5] are actually fully reflected in the activities of Alisher Navoi. Looking at Navoi's activities according to one of Fayol's principles – the principle of the division of labor, it is noticeable that he has high managerial skills in this matter. Historical sources claim that Navoi employed a huge number of people, caused some of them to gain immortal fame in terms of their profession, and he himself achieved equally great results both in terms of state and Politics, concerns of society, and creativity. Taking into account the fact that for the intended purposes, the parallel is the main content of this principle, achieving a larger volume of results using the same effort in the conditions, Navoi is a real example of managerial activity in this regard.

Even with regard to the principle of discipline, which Fayol considered important, Navoi was an example of the system of government of his time and in this respect enjoyed a great reputation in the political system. Although Navoi had the positions of "Sealman", "Amiri Kabir" in the power of the Boykaro state, "Muqarrabi Hazrat Sultan", he unconditionally complied with the requirements of the ruler. Even in his personal affairs, there is information that he carried out the instructions given by the ruler with discipline.

For example, when the ruler demands, he leaves Herat and leaves for Astrobod, leaves a pilgrimage with a request from the ruler, the ruler, with advice, forms the Devonian "Khazoyin ul-Mauni". Much information about the disciplinary observance of Navoi's requirements for the ruler and the challenge of society to this discipline has been preserved in the works of him and his contemporaries [6:3.8]. This is one of the important principles that determine the relationship between the administration of the organization and the staff. According to this principle, punitive measures can be applied.

Even in Fayol's principle of subordinating personal interests in management theory to common interests, Alisher Navoi left an exemplary legacy for all times, for all management personnel, owners, creators and citizens. We have already touched on these above a little. In historical sources, however, there is much evidence that Navoi, for example, had large estates, but spent them in the interests of the state and society, and pushed the head-to-head to do the same [6:3.8]. Fayol has also written a lot of confessions about Navoi in matters of motivating employees, gaining people's trust and supporting them, giving them a fair salary. In the works of Khandamir alone, there are a number of stories about this, which testify to the great generosity of Navoi [3].

Centralization. According to Fayol's theory, it is considered one of the most important management

requirements. This principle of management is clearly expressed in Navoi's work on strengthening state power and preserving the integrity of the territory. Navoi took an active part in the elimination of a number of disputes leading to the disintegration of the Khorasan state. He showed enthusiasm in the compromise of groups in the political system. He became a close adviser in ensuring the rapid development of socio-economic opportunities of the state.

There is no need to comment in our opinion on how Fayol's principle of being fair was in Navoi's activities. He sang justice not only in life, but also in his works. The issue of justice is so much focused in his works that, accordingly, Navoi is mentioned more as a statesman among the people of his time. Of course, this has not overshadowed his creative potential, attention, but every historian who has mentioned it, albeit in a short way, speaks of it under the names "Mir", "Amir", "Hazrat adalatpanoh" [3:8].

In modern theories of management, it is recognized that each management activity acquires educational significance in labor processes, and as a result, methods of upbringing occur [4:64]. Management parenting styles influence the management system or the public through compliance with their personal, social, and mental needs. Navoi's educational methods in management activities are manifested in an extremely colorful appearance. In some of the tablets

of his life, these personal qualities are manifested, in some, in the form of demands for discipline, obligations, in other cases, duty, culture, hard work, etc., which is why the people of Herat loved him endlessly. The only principle of support, which is one of his educational methods, can be encountered in self-calculating views. Referring to these qualities of Babur Navoi, he wrote: "the people of grace and the people of the craft are not known to Alisherbek as a coach and a caregiver, although you have appeared" [7:233].

The purpose of education in labor happen is associated with the religious history of all peoples. Management activities from this process are no exception. From this point of view, the scientist D.Rahimova's opinion on the motivation and motivation of people to act is reasonably emphasized. "Motive" - the goal attitude is the core of human activity. In general terms, motive is a stage that encourages a person to activity, the goal is to strive for a husband – edema as a result of this activity. Thus, motive is the internal driving force of human behavior. The attitude of a person to work, the general level of his success in life depend on the level of motivation. The most important characteristic of a leader is to be able to analyze the motives of people's activities, foresee the future of each person, Interest a specialist in performing a particular job, take into account his natural inclinations. It should be noted that the economic effect of the efforts spent on the implementation of educational methods will be several

times greater than the productivity of the implementation of administrative and economic methods [4:64]. During his life and career, Navoi became an example for a huge number of people belonging to different categories, gave them hope and motivated them to noble goals. Babur wrote in his work a brief but remarkable message about one of his such socio-educational activities: "Alisherbek had invented what was thick and what was good was what was invented, everyone, every ishta did what appeared, ulni maning would say "Alisheri" for development and prosperity" 7:242].

One of the most complex issues for an official in the issue of management is decision-making, and in modern management research he even managed to reach the level of science. Decision-making is a type of activity related to the fact that the state of affairs carried out in management is determined by the head or management team. This circumstance determines the content, effectiveness or inefficiency of the activities of the management structure. The most common and historically based types of decision are leader under the command or influence of a subordinate leader, community activists according to meeting considerations, the structure covers such forms as the adoption of a subordinate leader personnel by means of a council or according to the leader's own conclusion. Also, in the studies in which this issue is studied, several types of decisions that will

be made during the planning of the action are distinguished [4:64]. It is known that during the reign of Hussein Boykaro, Alisher Navoi analyzed such decisions in content and sent or announced them to the acting authorities, and at the same time held a seal in connection with the approval of the government decision in the adjective. Ruler decrees are not always aimed at goodness. Taking into account the fact that within the forms of punishment of those times, cases of execution, take of property, punishment with members of the whole family, especially with respect to representatives of the management system and representatives of the wealthy class, such punitive measures were among the necessary decrees of the ruler to establish a regular and Navoi seal, the content It is worth saying that Navoi even though Boykaro's friend "heart beautiful with is famous" [7:233] obeyed him with extreme discipline as an official.

Khandamir also noted in his memoirs that Navoi was also an extremely salo-skilled person in terms of managerial work, such as Organization, execution and control. For example, the organization of the repair of Herat Jome'masjidi between 1498 and 1500 in the work, the execution of this work and the exercise of control over the activities of the Masters, in particular, the story of the retaliation measures taken by the master of the Mirak Naqash (Sayyid Ruhullah) against the slackish [3:71;73;130.] In the field of management of

Navoi, one can say that it is one of the sources that show these characteristics.

It should be noted that Navoi has a strong assessment of issues related to the state and public administration, such as political processes, military relations, the system of government, political groups, strata and the contact between them, management decisions, social status, economic relations, diplomatic relations, The Thinker and statesman of his time. The historian Khandamir Huseyn was accompanied by Navoi during one line military campaigns of Boykaro and some trips to the regions of the country and was associated with the goal, the fact that he helped well to cope with the existing difficulties with his reasonable proposals, which are in the interests of the ruler, state and society, also brings information in his memoirs [3]. Zeyniddin Vosifiy recalls that Navoi's ability to comprehensively understand and analyze the situation in relations with the creators, society, the manifestations of the management system is characterized [8]. In addition, the letters presented in the work "Waqfiya", which belongs to his pen, also contain many of Navoi's views on the content of analysis and assessment of various social and military, political, economic, social, legal [9]. All this meant that Navoi had a subtle and strong potential even when it came to assessing governance.

CONCLUSION

In conclusion, the sketches about Alisher Navoi, who came down to us through historical sources, show that he was not only a great poet, but also a great statesman, a wise leader with strong potential, enthusiasm, great power of influence. The rise of the Khorasan state in its time was shaky, its great contribution, and this contribution was added Not simply by completing assignments, but on the basis of contrubution rendering, organization, provision and control. In these aspects, Alisher Navoi also takes a place in line, the great statesmen.

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