



Journal Website:
<https://theusajournals.com/index.php/ijp>

Copyright: Original content from this work may be used under the terms of the creative commons attributes 4.0 licence.

SOCIAL FACTOR OF CHANGE MANAGEMENT COMPETENCE OF YOUNG LEADERS IN PUBLIC ADMINISTRATION

Submission Date: Sep 11, 2024, Accepted Date: Sep 16, 2024,

Published Date: Sep 21, 2024

Crossref doi: <https://doi.org/10.37547/ijp/Volume04Issue09-13>

Arifkhodjayeva Luiza Farkhodovna

Doctoral student of the Academy of Public Administration, Uzbekistan

ABSTRACT

This article examines the social factors that influence the formation of the ability of young leaders in public administration to manage changes. In the era of global and national changes, the ability of young leaders to make quick and effective decisions is very important. The article analyzes the main social factors that develop the management skills of young leaders, including the importance of the educational system, social innovations and technologies. It also covers how to develop their competencies such as strategic thinking, leadership and flexibility. The article provides recommendations on conditions necessary for strengthening the role of young leaders in public administration and adapting to social changes in society.

KEYWORDS

Young leaders, public administration, change management, social factors, leadership, strategic thinking, competencies, innovations.

INTRODUCTION

After the Republic of Uzbekistan gained independence, deep reforms were implemented in the political, social and economic spheres. In particular, the Action Strategy for 2017-2021[1] and the reforms implemented in the following years played an

important role in updating the public administration system. Within the framework of these reforms, the training of professional personnel in the public service and increasing the management potential of young leaders became one of the priorities. The Law "On

State Civil Service"[2] and the "2022-2026 New Uzbekistan Development Strategy"[3] involve young personnel in public administration, increase their adaptability to changes and form new thinking skills. special attention is paid to the issues.

In this regard, the formation of competence of young leaders in state administration has become an urgent issue. This requires developing the innovative thinking of young personnel and strengthening their ability to make strategic decisions in solving the problems facing the state and society.

Literature analysis (review).

The issue of forming the competence of young leaders in public administration to manage changes is widely covered in many scientific literatures. In this regard, international and national scientific studies offer different approaches to developing the competencies of young leaders.

For example, scientists such as Bass[4] (1985) and Burns[5] (1978) analyze the development of leadership and management competencies through the transformational leadership model. They emphasize that young leaders should be open to innovation, inspiring and flexible. These approaches form the basis of the formation of the necessary competencies for rapid adaptation to the changes faced by leaders in the current globalization process.

In the context of Uzbekistan, the works of local researchers such as Muhammadjonova [7] (2019) and Sobirov [8] (2020) are important in the field of public administration and personnel training. In their scientific work, mutual cooperation of young personnel in public administration, integration of education and practical experience into public

administration is shown as an important factor. In particular, in her research[7], Muhammadjonova emphasizes the need to increase the leadership role of young personnel in the process of introducing innovative approaches in public administration. And Sobirov notes that young leaders should pay attention to the strategic aspects of decision-making in the management of changes.

Also, researchers such as Grint[6] (2005) and Yukl[9] (2013) study different leadership models and their role in change management. They deeply analyze the impact of leadership on social factors and emphasize that leadership competencies depend on the socio-economic conditions of society. From this point of view, the ability of young leaders to manage changes is formed not only by individual characteristics, but also by their interaction with the social environment.

At the same time, documents adopted within the framework of national legislation and reforms, including decrees and decisions of the President of the Republic of Uzbekistan, documents such as Action Strategy, create the main legal basis for increasing the role of young leaders in the state management system and developing their competencies. In-depth study of this process in the experience of Uzbekistan allows to ensure the effective participation of young leaders in state management in local conditions.

The analysis of the literature presented above shows that the interdependence of social factors, leadership theories and practices is important in forming the competence of young leaders to manage changes. This strengthens the scientific and practical basis of paying great attention to youth in the state administration system of Uzbekistan.

DISCUSSION

Social factors are of decisive importance in the formation of the competence of young leaders to manage changes in public administration, and this process is connected with a number of factors and conditions. First of all, the reforms implemented in Uzbekistan and the adopted legislation are aimed at strengthening the role of young personnel in the state administration system. However, many problems are encountered in this process, in particular, the issue of fully forming the ability of young leaders to think strategically and adapt to changes remains relevant.

On the one hand, young leaders have great opportunities to introduce technology and innovation into the management process, but on the other hand, their lack of experience and dependence on traditional management methods lead them to difficulties in some cases. Leading change management theories, including the transformational leadership model, are seen as an effective approach for young leaders. This model plays an important role in motivating young leaders, inspiring the team and finding innovative solutions. At the same time, it will be necessary to adapt this theory to the conditions of Uzbekistan.

Social factors, in particular, the education system and personnel training programs play an important role in the formation of the competence of young leaders. The system of personnel training in Uzbekistan is undergoing serious changes, but it is necessary to update special programs related to public administration and study international experience more deeply. Also, one of the main factors affecting the ability of young leaders to manage changes is the socio-economic conditions in society and their interaction with the environment. It is necessary to

increase the ability of young leaders to use social networks and modern information technologies, as well as to develop the ability to make innovative decisions.

At this point, the cooperation of the state and society is important in forming the competence of young leaders to manage changes. Taking into account social factors, increasing the position of young leaders in public administration, supporting them and creating ample opportunities for their development will help make the public administration system more effective in the future.

Social factors, education, technologies and innovations appear as decisive factors in the formation of the competence of young leaders to manage changes. Therefore, it is necessary for young leaders to regularly develop their competencies such as strategic decision-making, team management and adaptability to changes. It serves as an important factor for the success of public administration reforms in Uzbekistan and ensuring socio-economic development in society.

Formation of the competence of young leaders in public administration to manage changes is a complex and multifaceted process, and social factors are an important part of this process. The reforms and adopted laws in the conditions of Uzbekistan create a solid basis for attracting young leaders to public administration and developing their competencies. Young leaders can bring new, modern approaches to public administration by making quick and effective decisions based on technology and innovation.

However, in order for this process to be successful, it is necessary to take into account the educational system, socio-economic conditions and other factors in society

in the formation of strategic thinking, leadership and flexibility competencies of young leaders. Social factors play a key role in the formation of management skills of young leaders, helping them to apply innovative approaches and adapt to complex changes.

Thus, the development of the ability of young leaders in public administration to manage changes will serve as an important factor for increasing the efficiency of public administration in the future, accelerating socio-economic development and rapid adaptation to global changes.

CONCLUSION

In short, the formation of the competence of young leaders in public administration to manage changes remains one of the urgent issues for Uzbekistan. As part of the large-scale reforms implemented in the country, great attention is paid to the development of strategic decision-making, innovative thinking and leadership skills of young leaders. The integration of the educational system, socio-economic conditions and technological capabilities is crucial for the successful implementation of this process. Social factors play an important role in increasing the adaptability of young leaders to changes and the ability to adapt to global trends.

REFERENCES

1. Decree of the President of the Republic of Uzbekistan on "Strategy of Actions" (2017-2021).
2. Law of the President of the Republic of Uzbekistan "On State Civil Service", (2022).
3. Decree of the President of the Republic of Uzbekistan "On the strategy for the development of New Uzbekistan in 2022-2026", (2022).
4. Bass, B. M. (1985). Leadership and Performance Beyond Expectations. New York: Free Press.
5. Burns, J. M. (1978). Leadership. New York: Harper & Row.
6. Grint, K. (2005). Leadership: Limits and Possibilities. Basingstoke: Palgrave Macmillan.
7. Muhammadjonova, G. (2019). Innovative approaches in public administration: increasing the role of young personnel. Bulletin of the Academy of Sciences of the Republic of Uzbekistan, 5(2), 45-56.
8. Sobirov, O. (2020). Change management competence of young leaders in making strategic decisions. Journal of Social Science, 3(4), 67-79.
9. Yukl, G. (2013). Leadership in Organizations (8th ed.). Upper Saddle River, NJ: Pearson Education.