

Management Activities: Problem, Approaches Methods and Methods

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Abstract: This article examines the activities of a supervisor: the problem, approaches, methods and techniques; what personality traits a supervisor should possess. It is also said that the ability to unleash the mental (intellectual) potential of one's team is the highest indicator of a leader's managerial skills.

Keywords: Leader, activity, problem, approach, method, method, team, goal, action, interest, character, intelligence, feeling, will, freedom, quality, non-standard, status, image, interest, talent.

Introduction: In the management process, the leader works within a specific team. Leadership results are created through joint efforts aimed at achieving common goals. The interests of the leader and the team do not always coincide.

One of the most important tasks of the leader and the team as a whole is to create favorable conditions for the coordination of the interests of the team and the individual. The creation of a rational system of internal procedures, rules and norms that fully meet the interests of each individual and society as a whole, a single social organism. The success of the team's activities largely depends on the conditions created for its prosperity and development, as well as on the degree of satisfaction of the needs of each of its members.

However, an employee has a need to express himself, to prove his uniqueness, his individuality, to stand out among other people in the team with his unique characteristics. A person, understanding the requirements imposed on each member of the group, and observing the moral and ethical requirements of society, can from time to time have a mood or attitude that runs counter to the general principles.

What personal qualities should a leader have?

Personal and leadership qualities have always interested employees. In 900, a famous treatise on this topic was published by the great Eastern thinker Abu Nasr al-Farabi. The Persian theologian Abu Hamid Muhammad Ghazali in his views set out the requirements necessary for the successful activity of a leader. Issues of public administration, the development of a system of goals and methods of influencing the masses were examined in detail in the book "The Ruler" by the Italian Niccolo Machiavelli (1469-1527). His unique paradoxical conclusions continue to arouse the interest of modern scientists.

The concept of "person" is multifaceted. Usually, when we say "official", we mean a strong, authoritative person with qualities that deserve special respect. However, in ancient times, the concept of "personality" had a broader meaning, denoting the totality of the body, appearance and spiritual qualities of a person. A person is always in a state of development, renewal, striving to find his unique image, that is, "a person is a person striving to be himself."

The qualities of character, intelligence, emotions, will and freedom are the necessary basis for the socio-psychological state of a non-standard personality. It is easily subject to change, but it is precisely this that determines the professional qualities and talents of a

leader. A leader, a creative person must have many qualities, the most important of which (although not always present) are a sense of personal pride, high spirituality and a strong sense of morality. Although nobility and commitment to ethical principles may seem outdated to someone, they are always noticed by employees and involuntarily evoke deep respect.

In the popular 1970s work "The Course for Management Staff", the main qualities of management personnel include patience, strong nerves and determination, the ability to think logically and rationally, quickly understand the essence of the problem and quickly solve it; accepting responsibility for management decisions and actions; Be sincere, friendly, polite, but firm in communication with employees; The importance of such qualities as the ability to clearly and distinctly express one's thoughts both in writing and orally is especially emphasized [1; Page 97.].

In general, we are talking about the intellectual abilities of the worker, which in a sense are an internal quality that cannot be taught; about a high level of purposefulness; about the surprise of others when he uses the methods necessary to achieve goals and complete tasks; about the pursuit of a goal that unites others into a loyal community; We can talk about hard work and enthusiasm that arise from satisfying one's desires and a creative approach to one's work.

A talented leader can always be an example for his subordinates, colleagues and even superiors. Specific management methods and techniques, as well as norms of behavior, are difficult to convey through conversations and advice. On the contrary, this happens more effectively through behavior and actions that can be consistently observed in production relations.

The famous formula of W. James [2; Page 411.] should also be taken into account. This formula establishes a connection between personal pride (LP), the success achieved by a person (M), and his ambitions (T), i.e. $LP=M/T$.

A unique, individual person will, of course, have a unique, individual way of thinking. For this, the speed of processing the information received, the uniqueness of the decisions made, and a highly developed ability to analyze and synthesize are important.

This is called creative thinking (or creative, lateral) - a special type of thinking that is a great legacy left to us by our ancestors or formed during life. Its main characteristic is a well-developed internal perception, that is, thinking activity that occurs "in the depths" of the mind.

Well-developed common sense is based on the employee's life experience and is often formed from a variety of information coming from all the senses and is immediately sorted, analyzed and summarized in the form of decision making. Often the employee cannot explain why he made a particular decision, on what criteria or what influenced his conclusions based on his understanding, for example: "This employee cannot be trusted" or "This is a risk worth taking."

Intuition has always been an important component of management practice, and its role in predicting events – from planning and hypothesizing to decision making – is critical.

There is another spiritual phenomenon that is no less important than understanding. This is reflection, that is, interaction and acceptance. One of its manifestations is understanding the thoughts of the interlocutor during a conversation or understanding the mood on his face. Reflection is characteristic of leaders, lawyers, teachers, commanders, speakers, that is, all professionals who are engaged in interpersonal communication. The ability to think creatively gives a leader a certain advantage over colleagues [3; Page 67.].

A technique called brainstorming, or collective creative thinking, can be very helpful.

The main thing is to achieve the set goal by presenting the most unexpected, "unusual" ideas to team members unsystematically, but by expressing and developing any plan that will help solve the set task or get closer to it. This method allows you to have several options for solving the problem, some of which at first glance may even seem very strange.

Typically, a team of like-minded people and consultants can offer hundreds of alternative ways to solve a problem in 1.5–2 hours of research, and the manager has the opportunity to choose the most convenient of them.

The ability to unleash the intellectual potential of your team is the highest indicator of leadership qualities. If a leader organizes his activities in this way, then ultimately the effectiveness of the team will depend more on his employees than on the leader [4; Page 411.].

Another important factor in increasing motivation for work is a clear understanding of this goal, the development of a person's life program and tactical options for its implementation. It is no coincidence that the principle of purposefulness is one of the main principles of management.

It is amazing how many employees do not know what they need to do, what they should devote themselves

to and what goals they need to achieve. Such a person, like a leaf falling into a river, involuntarily submits to his fate, floats with the flow, sometimes lingering for years in a quiet place and consoling himself with the thought: "I just live like everyone else."

An active, talented and ambitious employee does not want to submit to such circumstances, he has a clear goal and seeks ways to achieve it, striving for them with all his strength and determination.

A clearly defined goal is the most important goal, with which the achieved results are compared and it is determined what else needs to be paid attention to, what to direct one's energy and mind to. The goal itself is one of the important motives of life. The goal is to determine the future in advance, to be able to see the future. It embodies the methods of achieving goals that have not yet been fully revealed. Niccolo Machiavelli says this: "In order to achieve something small, it is necessary to strive for something greater. An experienced archer does the same: he estimates the distance to the target and how far the arrow can fly, and places the target above the mark. He does this not simply to shoot the arrow high, but also to aim high and bring down the prey" [5; Page 83.].

The goal system should take into account the employee's real capabilities. When setting goals, it is important to consider not only their potential, but also their feasibility. If an employee sets a difficult, usually unachievable goal and does not achieve it, he or she is subjected to a "spiritual test". For example, an athlete wants to win in high jump, but cannot reach this level in all competitions because he or she does not have the necessary physical strength! If 1,8 m he or she had set a goal, he or she would probably have won. Firstly, the difference between 2 m and 1,8 m is not that great.

Setting goals means focusing the vision, the goal, and all the energy and activity of the team on what needs to be achieved. The goal reflects the end result. Without goals, there are no evaluation criteria, so goals are important for evaluating the results achieved. The ability to set goals is a management skill. Without goals, it is impossible to control the progress and result of the process. Without goals, the employee's work has no basis. It is important to always remember this: the first goal is to set these goals.

If the management process, leadership and organizational strategy are not defined and large-scale goals are not set, it will be as ineffective as sailing on the open sea without a compass. But in any situation and activity, you have to find hundreds of quick, instant solutions to problems. Management skills consist of the ability to select the most important and urgent tasks

from among a number of tasks and focus on them.

CONCLUSIONS

1. Formation and development of high morale and potential of the personnel of public administration bodies.
2. The product (result) of the implementation of management relations is the organization of production, joint labor activity and individual activity of individual performers.
3. The manager must correctly define the main goal of the personnel management process and develop a strategy and methodology for its implementation.
4. Mastering modern methods and techniques of influencing, persuading and engaging employees and teams, as well as making targeted management decisions.
5. A leader does not have to be a high-ranking person, but must master the art of communication, persuasion and conversation, have a uniquely sharp mind and have significant experience in all areas of natural sciences.
6. The personality of the leader and his spirituality, first of all, influence the behavior of the management personnel, and secondly, the team.
7. The manager must create favorable conditions for reconciling the interests of the team and the employee.

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