

THE ROLE OF THE LEADER IN THE SYSTEMATIC ORGANIZATION OF MANAGEMENT RELATIONS

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ABSTRACT

The article mainly contains opinions on leadership qualities and how a leader should work with employees, as well as what kind of image a leader should have.

KEY WORDS

Leader, employee, virtue, speech, public speaking, sincere look, team, individual group.

Introduction

In the last five years, a wide range of comprehensive measures have been implemented in our republic to radically increase the efficiency of the activities of ministries, state committees, other state administration bodies and business associations, to clearly define their tasks, powers and areas of responsibility [1].

In addition, in-depth and all-round critical study of the true state of affairs in sectors and regions is necessary and responsible for the functional tasks assigned to the deputy heads of ministries, state committees, other bodies of state administration and economic associations shows that there are a number of serious shortcomings and systemic problems related to the strengthening of personal responsibility for implementation [2,3].

At the modern stage of our country's development, in the process of intense and large-scale reforms that are being implemented to build a new Uzbekistan, the heads of ministries, state committees, other bodies of state administration and economic associations will quickly solve the priority, strategic and urgent tasks facing our country. in order to increase the personal responsibility and accountability of the deputies, clearly define their tasks and powers, as well as to introduce a new system of evaluation through the main criteria of the efficiency of their activities and the achievement of the target tasks. Optimizing the relationship between the subordinate and the subordinate is one of the most important methods of educational influence of adults on the younger generation. This type of communication and interaction is usually not limited to solving production problems. It goes beyond the communication of the program, it applies to various areas of human life [4-7].

The Main Part

Expanding the scope of communication beyond the work process gives the manager additional information about the person and creates a basis for influencing daily activities. This allows you to optimize relations, improve work management.

In the course of the joint activity of the leader and the subordinate, comfortable relations due to the leadership style, the means of organizing the labor production and educational processes. Among the many styles of performance leadership, five typical styles stand out the most.

The democratic leadership style is positively compared to the fact that solving the problems of the team and subordinates is carried out with the participation of everyone, which encourages activity and independence. The active participation of the individual in the general work of the team is formed. In such a leadership situation, the leader shows a certain tolerance for the critical comments of his subordinates. He seeks to understand them, to be the first among his peers to delve deeper into their personal affairs. Everyone discusses problems in their work, makes decisions, chooses the best option, but the final decision is still made by the leader [8].

Managers who have a democratic work style and are in constant communication with their subordinates are aware of their personal lives. The relationship between such leaders and subordinates is reliable and active. A person who faces insurmountable difficulties consults with his supervisor, communication is based on openness and trust, which is a good result.

Autocratic leadership style is characterized by the fact that the leader directs the activities of his subordinates, does not rely on the ownership of the group or team. In general, he does not take into account the opinion of his subordinates, their critical words cause objections in him. Initiatives are often rejected.

Personal views, employee views are not taken into account, discriminatory communication is limited to purely business relations. Such relationships often create conflict situations in the form of hidden discontent and disagreement, which sooner or later turns into an open conflict.

This leadership style is dominated by relationships where subordinates go the way of masking and attachment. They perform the role that the leader wants. They behave as they want, which creates insincerity and distrust. This is how flexibility comes into play [9].

The microclimate in the team is saturated with misunderstanding, emotional tension and suppression of initiative to some extent. A sense of collectivism and independence, which are the leading qualities of an individual, are underestimated. Adaptation of subordinates to such a leader requires the sole authority to produce and resort to various tricks of "protection". They wear different masks, perform roles that correspond to their leadership style. The style is also characterized by the fact that the leader tries to interfere as little as possible with the socio-psychological processes taking place in the team and the activity itself.

He practically loses himself in the performance of his duties and is limited mainly to the duties of an administrator. A non-aligned leadership style is a mixture of all the previous styles. This eliminates activity and communication with subordinates. Leaders often act based on their emotional state. At work and in communication, he uses one or another style of leadership.

Subordinates who communicate directly with the leader do not trust him, but perform certain "roles", which makes it difficult for them to work together, deprives them of the opportunity to improve their professional skills creatively and effectively does. The style of work management for the professional development of subordinates is formed under the influence of subjective and objective factors.

Subjective factors are, first of all, the characteristic qualities of a leader: on the one hand, his temperament and volitional qualities, character traits and abilities, on the other hand, the general culture, level of requirements, characteristics. self-esteem, critical thinking, social relations.

Objective factors include: the leadership style of management, which leaves a mark on the leader's activity; the nature of relationships within the management team; the availability of comfortable workplaces, providing the workplace with a sufficient amount of office equipment, etc. At the same time, the optimal style of the leader and mandatory psychological conditions for communication between the leader and the subordinate are the leader's respect for the subordinate and high demands on him, a positive emotional atmosphere and a creative attitude to the activity, its completeness . with aesthetic content, with a desire for the future.

Good leaders listen to their employees, learn from them, and try to be useful to their team.

✓ They listen more than they talk

If a person talks too much, it can also be a sign that he does not believe in himself. A good leader allows his employee to express his opinion because he really cares about what his employees think. The leader asks interesting questions that make them think and help them to understand the essence of the work more deeply. How is it structured? What did you like about it? What lessons did you learn from this? What will it take for you to do this job better?

In this way, the leader demonstrates that each of them has an important place in the company's activities. In addition, he receives new useful information for himself.

✓ They listen to the opinion of others about their work

A true leader cannot manage a work environment without knowing what the team thinks about his leadership style. A leader should always be interested in whether employees are satisfied with his management style or not, what changes they want to see in the team. He is well aware that it is necessary for his stable and effective work.

✓ They establish a trusting relationship with their employees

If you want to develop your leadership qualities, behave in such a way that people can trust you. It is very important for a good leader that his employees turn to him on important issues. A trusting relationship means that the leader is open, considerate, and fair.

✓ They try to improve the lives of their company's employees

A true leader should not be limited only by his own interests. He cares about his employees and is attentive to their needs. In this way, it forms a strong and cohesive team.

To increase his authority in the eyes of the employees, the leader must ask himself: What can I do today so that my employees feel comfortable in the workplace and love their work?

✓ They admit their mistakes

Arrogance, dishonesty, and denial of the opinion of others are qualities that a leader must get rid of. Everyone has the right to a personal opinion. Even the leader of a large organization can make mistakes somewhere. And the team is necessary for exchanging ideas, opinions and helping each other.

Admitting your mistakes is not a sign of weakness. On the contrary, employees respect such a leader. Because doing the right thing is more important than being right all the time.

✓ They stand firm in their positions

A good leader must have a strong character. This quality is also necessary for making important decisions when the company faces serious challenges. He does not have to give up his principles. A true leader must always act in good faith, not deceiving himself or his employees.

Leader constructive resolution of the conflict in the relationship between the employee and employee helps by taking into account each other's interests, differences in official statuses, individual psychological characteristics and emotional state, and approaching conflict resolution from different angles.

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