

LEADERSHIP FACTOR IN PROVIDING YOUTH COMPETITIVENESS

Jumaniyoz Ramatov

Professor, Tashkent State Transport University

Rozigul Umarova, Sirojbek Sultanov

Associate Professors of the Department of Social Sciences,

Tashkent State Transport University

Nilufar Nazarova, Mirshod Khasanov

Senior teachers of the Department of Social Sciences,

Tashkent State Transport University

Annotation: The article analyzes the increasing need for managerial personnel, i.e. young leaders, in various systems of social life, as well as the criteria for their selection. Moreover, some considerations and thoughts are made about the phenomenon of the leader, the development process of the science of social management, and the experiences of forming the professional characteristics of the leader in developed countries.

Keywords: youth leadership, leader, social management, management model, power, leadership ability, performance efficiency

Only a person that performs specific tasks as a profession, who is considered a unique, creative breed, can contribute to ensuring a human's freedom and security by ensuring the balance of relations between "Person↔Society↔State". President Sh.M.Mirziyayev stated in his speech at the solemn ceremony dedicated to the 24th anniversary of the adoption of the Constitution of the Republic of Uzbekistan: "Today, the most important goal of our life, expressed in our Constitution is to ensure of human interests in all respects.

There is a constant urge and need to search and select successful leaders by society and individual social organizations. Today, special importance is attached to the formation and development of youth leaders, because young people occupy a much higher share of the total number of the country's population, and in the near future, their role in the development of the country will increase even more. The development of youth leadership is largely related to high competition not only in the regional and national labor and employment markets, but also in the world political and economic market, and it relates to the need to ensure a decent quality of life for the citizens of the country and future generations.

If we take into account that the implementation of legal and regulatory documents such as laws, decisions, decrees, orders, adopted as a result of the reforms carried out in our country today, and the achievement of positive results, as we mentioned above, depends to a large extent on the leadership potential of the leader, these features of our topic determines its relevance [7, 8].

By the clarification of the tasks specified in Law No. ORQ-406 of September 14, 2016 "On State Policy Regarding Youth", Decree No. PF-60 of January 28, 2022 "On the Development Strategy of New Uzbekistan for 2022-2026" and July 5, 2017 "On Youth Decree No. PQ-92 of January 19, 2022 "On measures to fundamentally improve the system of working with youth in neighborhoods" dated January 19, 2022, President Sh. Mirziyayev's appeal to the Supreme Assembly[11] December 22, 2017 Decreeserve to a certain extent to this topic to illuminate the tasks in other regulatory legal documents ".

We can see that this topic has been deeply studied not only by representatives of social and humanitarian sciences, but also by public officials who have a lot of experience in the process of practice. Taking into account these aspects, the scientific-theoretical sources for studying this topic can be divided into two groups. The first is direct sources, which cover the issues of choosing a leader or being selected for leadership more comprehensively. The second are indirect sources, which contain opinions recorded by different people, and although they essentially express their own views on leadership, they give some information about some characteristics of the leader's character. It can mainly include fiction work.

Due to the independence of Uzbekistan, the human's place in our society, especially the position in the management system, has changed radically. We are now realizing that management is a unique social process, and by taking into account of people's way of thinking, character, nature or level of education it is a great importance in providing effective management at all levels. Managing people is a complex task because it actually means managing relationships between them. After all, in this place, it is necessary to study the laws of human behavior in depth

[1, 2, 3, 4, 5, 6]. A person, his social nature, the relationship between the individual and the social environment, and the place of a person in social processes cannot be clearly studied in a laboratory.

Sociology and political science also distinguish between formal and informal leadership. In this case, a formal leader is a leader, and an informal leader refers to a person who has the potential and ability to lead, but does not have the status of a leader.

It is known that at the end of the 19th and 20th centuries, the leadership position in the world economy depended mainly on the leadership in technology. During this period, Germany achieved leadership because of innovations in several fields of science, especially chemistry, physics, and their practical implementation.

At the beginning of the 20th century, the United States became the leader in the world economy. This was especially noticeable in the field of automobile engineering, agrotechnology, aviation, and in the second half of the 20th century in the field of computer equipment and telecommunications equipment.

However, Japan, one of the most economical powerful modern countries, was not a leader in any field of science and technology; it did not achieve a decisive advantage in any field of production, except for successes in the field of radio electronics (for example, the world-famous Panasonic Corporation). Japan's great achievements have been largely due to innovation in one very important area of activity, namely management. Japanese managers understood the fact faster and better than anyone else that the most important factor in management activity was the need to treat personnel, people as the main reserve of success. They proved that this was the most important capital, and it was necessary to value it. In this sense, the Japanese were able to indirectly connect management theory with its practical implementation.

Thus, "leadership" is the ability to influence individuals and groups of people to create a sense of accomplishment in achieving goals. Leadership theory attempts to explain which characteristics of leadership are most effective and why. Behaviorist scientists use three approaches to determine the main factors of

effective leadership: an approach from the point of view of personal qualities; behavioral approach; situational approach.

Approach from the point of view of personal qualities. According to the personality theory of the leader as well as the theory of great people, the best leaders have a set of personality traits that are common to all. When given the opportunity to display these qualities, people learned to cultivate them and become effective leaders. The studied characteristics are intelligence (intelligence) and level of knowledge, impressive appearance, honesty, common sense, social and economic knowledge, initiative and high level of trustworthiness, etc.

According to the results of studies conducted within the field of labor psychology and labor, sociology [14], if professional experts with professional skills are not interested (not interested) in applying it in their professional practice, it will remain as it is. Within the framework of the professional system (from the point of view of management), it is recommended to study the dynamics of professional activity of specialists. It is desirable that a psychologist or sociologist in the department/organization perform this task.

CONCLUSION

Firstly, the concept of leadership has been thoroughly studied by representatives of various fields, various theories have been developed and they have been put into practice and certain results have been achieved;

secondly, the leadership potential of future managers is not innate, but is formed and developed as a result of behavior such as studying, learning, mastering life skills, improving knowledge and skills, experience, striving for professional skills;

Fourth, youth leadership is still a hot, open and understudied issue. The problem of forming a leader and his values are often studied in a team formed by adults, in various business structures, and at the same time, it is important to develop criteria for selecting young leaders.

REFERENCES

1. Umarova, R., Tursunovna, S. S., Mamajanova, G., Inamjonovna, R. M., & Temirova, S. (2022). COMPUTER PROGRAMS IN TEACHING FOREIGN LANGUAGES TO STUDENTS OF CORRESPONDENCE DEPARTMENTS. *湖南大学学报(自然科学版)*, 49(04).
2. Ramatov, J., Umarova, R., Sobirova, S., & Rakhimova, M. (2022). THE PROCESS OF CIVILIZATION AND IMPORTANT CHANGES IN LIFE. *Web of Scholars: Multidimensional Research Journal*, 1(6), 243-246.
3. Jumaniyoz Ramatov, Rozigul Umarova, Rashid Baratov, Mirshod Khasanov, Siroj Sultonov, & Fayzulla Kushakov (2022). PROBLEMS OF INFLUENCE OF ISLAM ON CONSCIOUSNESS TRANSFORMATION. *Academic research in educational sciences*, 3 (10), 591-597.
4. Самаров, Р., & Фарфиева, К. (2014). Ёшларда жинслараро хулқ, мулоқот маданиятини шакллантиришнинг ижтимоий-маданий ахамияти. *Современное образование (Узбекистан)*, (2), 49-52.
5. Самаров, Р. (2014). ЭРГАШ ҲОЗИЕВНИНГ “ПСИХОЛОГИЯ МЕТОДОЛОГИЯСИ” ЎҚУВ ҚЎЛЛАНМАСИ–ФАН СОҲАСИ РИВОЖИГА ҚЎШИЛГАН МУҲИМ ҲИССА (Профессор Эргаш Ҳозиевнинг “Психология методологияси” ўқув қўлланмасига тақриз). *Современное образование (Узбекистан)*, (2), 66-68.
6. O‘SAROVICH, V. R. (2022). THE ROLE OF ETHNO-CULTURAL VALUES IN THE TRAINING OF QUALIFIED PERSONNEL. *International Journal of Philosophical Studies and Social Sciences*, 2(3), 46-50.
7. Кушаков, Ф. А., Хасанов, М. Н., & ўғли Худойназаров, Қ. Қ. (2022). ИЛМИЙ-ТЕХНИКИНҚИЛОБНИНГИЖТИМОИЙ-ФАЛСАФИЙАҲАМИЯТИ. *Academic research in educational sciences*, 3(10), 465-470.
8. Ж. С. Раматов, & М. Ҳасанов (2022). ОНТОЛОГИЧЕСКИХ И ГНОСЕОЛОГИЧЕСКИХ ВОЗЗРЕНИЙ АЛЬ-ФАРАБИ. *Central Asian Academic Journal of Scientific Research*, 2 (6), 537-546.
9. Юнусова, Н. Ш., Назарова, Н. Ж., & Жуманиязова, Н. С. (2022). ПЕДАГОГЛАРДА КАСБИЙ КОМПЕТЕНЦИЯНИ ТАКОМИЛЛАШТИРИШ (ОЛИЙ ТАЪЛИМ ТИЗИМИ МИСОЛИДА). *Современное образование (Узбекистан)*, (6 (115)), 9-16.
10. Султанов, С. Х. (2013). МЕРЫ ПРОТИВОДЕЙСТВИЯ ПРОТИВ КОРРУПЦИИ В УСЛОВИЯХ ГЛОБАЛИЗАЦИИ. *SCIENCE AND WORLD*, 67.