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The concept and essence of leadership psychology in the management activities of operational divisions of internal affairs bodies

Abstract. The article compares the theoretical and legal concepts of management psychology of the quick search units of internal affairs bodies, the essence of management activities, the history and development of the management activities of the internal affairs bodies' quick search units, and the opinions of local and foreign scientists.

Keywords: internal affairs bodies, operational departments, management psychology, management activity, operational search, critical analysis.

In the country's rapid development, management personnel with mature qualifications and certain professional potential and competence occupy an important place. From this point of view, special attention is paid to the formation of management and leadership personnel in every state policy.

These tasks were also mentioned to achieve the fourth goal of the New Uzbekistan Development Strategy for 2022-2026, which is "to transform the activities of state management bodies based on the principle of "directing them to serve citizens."

In particular, for this purpose, to revise the current system of state administration by developing legal mechanisms that provide for the exact procedure for the establishment and termination of ministries and agencies, the criteria that distinguish them from each other;

determining the procedure for setting restrictions on the increase of staff units of state administration bodies and specific criteria for the rational use of personnel and material resources;

elimination of conflicts of interest in the implementation of state control over the activities of state administration bodies, involvement of the general public in this process;

Tasks such as directing all directions of activities of ministries and agencies to serve citizens based on the principle of "the State is a servant of the people" have been defined.

Issues related to leaders have also been included in the strategy's fifth goal, "Introduction of a compact, professional, fair, high-performance state management system".

In particular, to create the necessary conditions for the heads of ministries and agencies to solve organizational and legal issues independently, to ensure effective implementation of the adopted decisions by them;

creation of a new system aimed at strengthening the responsibility and accountability of state administration bodies in solving territorial issues and planning their strategic directions;

tasks such as improving the quality of work and administrative management processes in ministries and agencies are listed¹.

Depending on the legal system established in the country and the type of professional activity, the requirements and criteria for management personnel also differ.

In this article, we are analyzing the concept of a leader, the psychology of leadership, the psychology of leadership in the management activities of operative units of internal affairs bodies, psychological aspects of issues that should be paid attention to when working with leadership and personal content, making management decisions, we will touch on the theoretical and normative legal documents that regulate the leadership in the management activities of the operative units of the internal affairs bodies one by one.

In the "Annotated Dictionary of the Uzbek Language" it is explained that a leader is a leader, a leader, a leader. To gain such trust, a person must set great goals, convince people of these goals, and be able to direct all his efforts to achieve them.

¹ O'zbekiston Respublikasi Prezidentining 2022 yil 28 yanvardagi PF-60-son Farmoniga 1-ilova
<https://lex.uz/docs/5841063>

As the owner Amir Temur said, "The state is powerful with the loyalty and dedication of its leaders and citizens".

National and foreign scientists have conducted research and scientific research on leadership, its spirituality, psychology, and its characteristics.

In particular, in the opinion of Professor O. Khasanov, the leader should demand that subordinates comply with the requirements of regulatory documents, set an example for them in terms of high professional skills, legality and loyalty to the oath, encourage their initiatives and aspirations, as well as prevent violations of service discipline and other negative situations. It is necessary to be intolerant towards employees who tend to do so. Leadership is not just a power, position or position, but a huge responsibility. Leadership, honesty, sincerity, respect, determination, trust, humility, hard work and caring for subordinates are also necessary qualities of a leader. For this, any person appointed to a leadership position should not only know his work well, but also have sufficient knowledge, serve his team, society and the state faithfully, and always live in harmony with the people. Loyalty to the country and duty is seen in the unity of words and deeds².

According to research scientist O. B. Shakarov in his scientific researches, "Leader - achieves high indicators (results) in the field of his activity (V. Pareto); charismatic (M. Weber); intellectually and morally superior to others (Duverge); the most active in political relations, striving for power (Mills); the organized minority of the society (G. Moska); achieved a high level in society due to biological and genetic origin (Nietzsche); influencing social development due to occupying a high level in society (Dupré); are people who have a high status and prestige in the society"³.

In the research of the psychologist scientist N. Boymurodov, the mental and spiritual image of the leader, socio-psychological factors of the leadership activity, the culture of behaviour in leaders, psychological relations between the leader and the team, psychological obstacles that occur in mutual relations, forms of psychological influence on the subordinates of the leader, and the responsibility of leaders responsibilities and other aspects encountered in the implementation of such leadership activities.

² Xasanov O. Liderlar kitobi. Muharrir nashriyoti. – T.: 2023. 95-bet.

³ Shakarov O‘B. Rahbar axloqi va adolatli boshqaruvni tashkil etish muammolari. S.f.b.f.d. (PhD) dissertatsiya 18-bet. <https://media.natlib.uz/tanishish/0f31b589-3a30-4796-9a05-17a86d22cae8>

According to Professor Bakhtiyar Amon, "Leadership is a responsible task. He will have sunny, snowy, stormy days. A leader who knows his field well and organizes will not stumble. Like them, endure hardships and trials. At the same time, do not be too happy about the achievements. Hold on tight, keep yourself from sliding down. Reasonable criticism is the fruit of the future. Some young employees often do not realize that they are going down the wrong path. If you find their mistake, don't tell them in front of everyone. Call him to you and explain to him his shortcomings."

Here, as described by the First President of Uzbekistan, I.A. Karimov: "Today's most important task is in all areas of our life, especially in the direction of management, at the republican level, in the region, city, district, education and health system, in the management of villages and neighbourhoods, network "It is to find leaders who think in a new way, who can take responsibility in difficult times, who can keep pace with life, who are faithful, knowledgeable, enterprising, and businessmen, and to show confidence in them."

President of the Republic of Uzbekistan Shavkat Mirziyoev On January 14, 2017, the report at the extended session of the Cabinet of Ministers dedicated to "The main results of the socio-economic development of our country in 2016 and the most important priorities of the economic program for 2017" was later published as an official publication, "Critical analysis, strict discipline and personal "responsibility - should be the daily rule of every leader's activity" has a great meaning. Because, very important, urgent tasks and assignments were given to the leaders of all levels who participated in this report, the work done and the shortcomings were discussed.

Therefore, every leader should critically analyze the work of his subordinates in daily activities, establish strict discipline in the office, and ensure effective management, full implementation of the work process, personal responsibility and a sense of responsibility for each employee in the team and the environment in it. If so, it should be defined as a program. Also, in 2019 under the chairmanship of President Shavkat Mirziyoyev On November 22, at the video selector's meeting dedicated to the discussion of the measures to be implemented on the introduction of a new system of providing housing to the population in villages and cities, he noted the following: it is also visible in the attempts. Unfortunately, some leaders are forgetting the culture and morality of dealing with people and journalists. Failure to provide timely and impartial answers to their appeals is also a cause of legitimate objections. At the same time, every leader deeply understands his responsibility and responsibility, first of all before his conscience, before the people who trust him, and if he can combine perseverance and restraint, demandingness and intelligence in his

work, he will be able to win the true love and trust of the people. Whether he is a member of the government, a minister, a mayor or a prosecutor, this demand applies to all of us, media workers alike. None of us have the right to forget this"⁴.

Therefore, today's leader at any level should be able to think broadly and deeply, but also be far-sighted, able to make quick management decisions based on the situation, be resourceful, motivated and initiative. Therefore, it would not be a mistake to call leadership activity a unit of thought and action. Thinking and action happen at the same time, the boss must have a personal approach to any issue, listen to the opinion of subordinates, and finally come to a logical conclusion and begin to implement or execute the decision made. The unique demandingness, kindness and responsibility of the leader causes the formation of a sense of responsibility in the members of the team. To successfully form a system of providing experienced management personnel, it is necessary to have a good knowledge of such subjects as social psychology and the psychology of managers, management psychology. In recent years, a lot of organizational work has been done in the field of providing and strengthening qualified management personnel. However, in the middle and lower levels, this issue has not lost its relevance as a serious task.

Based on the scientific views, opinions and opinions of the above-mentioned scientists and researchers, leadership psychology has not lost its importance as one of the most important issues to be researched in the life of every state and society. The opinions of each research scientist on this issue are expressed based on the type of professional activity he observed or directly worked on, the psychological aspects of leadership, and the requirements for leadership. Of course, there are psychological aspects and requirements common to leaders of all types of activity in these opinions, but there are aspects and requirements specific to the same activity that are not compatible with other professions.

Therefore, management psychology is a field of psychology that studies the behaviour, thinking, decision-making processes and relationships of leaders with the team. Through this field, leaders can develop important skills such as how to manage their teams, motivate, resolve conflicts, and establish effective communication.

In conclusion, based on the opinions given about the theoretical foundations of leadership psychology in the management activities of operational departments of internal affairs bodies, it is worth noting that the scientific research, life, analysis

⁴ Mirziyoev Sh.M. On November 22, 2019, from his speech at the meeting of the video selector dedicated to the discussion of the measures to be implemented on the introduction of the new system of providing housing to the population in villages and cities

and opinions based on experience, lectures and speeches all serve as the theoretical foundations of leadership psychology in the management of operational departments of business bodies does. These studied theoretical foundations, and regulatory legal documents are of great importance in the development and improvement of leadership skills and abilities in the management activities of operative units of the work bodies.

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