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HISTORICAL THEORETICAL FOUNDATIONS OF STATE ADMINISTRATION AND THE ISSUE OF LEADERSHIP PERSONNEL

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Abstract: In this article stressed about the concepts of state, governance and leadership and their content, their role in the coordination, organization, control, regulation, preservation and development of the social environment.

Keywords: state, government, leader, republic, monarchy, democracy, non-democracy.

Introduction. In the history of mankind, from the emergence of the first states to the present, the management, structural formation, regulation, correct and equal policy, and personnel issues have been in the center of special attention. The issue of managing the state and society and moving the people towards a common goal has not lost its relevance over the past periods. This field is constantly studied by researchers and scientists, who have illuminated the essence of the concepts of the state, state administration and leadership.

There are different views and approaches regarding the stages of formation and development of states, the role of the ruler in socio-political and economic development, and methods of fair management of the country. The history of statehood is connected with the last five thousand years of human civilization, the first states appeared in the regions where productive forms of economy - agriculture, animal husbandry and handicrafts - were developed[11;9]. The historical roots of the first statehood depended not only on internal reasons, but also on the highly developed historical-cultural relations.

Management is a unique social process that requires an approach that takes into account people's mindset, level of knowledge, or character. On the other hand, management requires to be constantly in search of gaining deep knowledge in understanding and understanding the laws of regulating interactions between people, their behavior, even their actions.

Scholars of the ancient East left behind their views, recommendations and suggestions about state management and the features of leadership. The Renaissance thinker Abu Nasr Farabi in his book "The City of Virtuous People" believes that it is necessary for the mayor to have twelve qualities in the management of the society[2;159]. He says that if a person with all the characteristics cannot be found, a group of people with these characteristics should unite and govern the city. He emphasizes that leaders

should understand the nature of good deeds for the happiness of citizens and know the means of their realization.

Amir Temur in his work "Tuzuklari Temur" focused on issues such as the art of state management, leadership responsibility and skills. In his opinion, in managing the state, the governing council should pay special attention to consultation, firm decision, entrepreneurship and prudence. Therefore, Amir Timur periodically held meetings with scientists, philosophers, governors, doctors, astrologers, muhaddis, emirs, ministers, representatives of fine arts, various professions, and consulted with them on issues of state and community management. In particular, he consulted with his elders Shamsiddin Kulol, Sayyid Baraka, Zainiddin Abubakr Toybodi on many issues of state administration. According to Amir Temur, no official can perform perfectly at the level of the requirements set for him. An official improves his professional skills while solving various concerns and problems encountered in his work, and for this, a long time is required [3;196].

Each state is a unique social phenomenon, which is the result of the historical development and spiritual and cultural development of the respective peoples. States have been formed, developed and changed at different stages of development. The formal study of the state, first of all, involves understanding the structure, components and internal structure of the state, as well as the main methods of establishment and implementation of state power. Historical conditions, social systems, natural climate, external environment, social composition of the population and political struggles have influenced the improvement of the forms of organization of states. States differ from each other depending on their management, structural structure, and methods of exercising political power.

State administration is a specific procedure for the creation and organization of state power and administration, which manages the state and society through relevant institutions, protects the rights and interests of people, regulates inter-ethnic relations, unites all layers of the population with religious tolerance, and moves them towards a single goal. Implements consistent reforms to increase the economic, political and military potential of the country. These works in public administration are carried out relying on state and non-state institutions [9;7].

"State management" can be described as a set of goals, tasks, and directions of the institution that implements management based on the role and place of the state in society. Public administration covers the relations of public organizations and the activities of legislative, executive and judicial authorities. It also organizes the joint actions of the members of the society, ensures their integrity, compatibility and discipline [6;18].

The form of state administration is of particular importance in understanding the concept of the state and its essence. The form of government refers to the system of organization and implementation of state power. There are monarchical (Greek: "monarchia" - single governorship) [10;314] and republican (lat. "res publica" - public work, public work) [10;383] forms of state administration. They are also grouped in

their own right. For example, there are absolute, constitutional and theocratic forms of monarchy. There are presidential, parliamentary and mixed forms of the republic [1].

Forms of governance are formed on the basis of historical values and traditions of each country, regional conditions and political outlook of its citizens. Regardless of the form of government, it is important that the rule of law is ensured, the rights and interests of citizens are protected, and decent conditions are created for them to live freely. It is certainly related to the "political regime" in state administration, and it is related to the procedures and methods used in the exercise of power.

The political regime of management is divided into democratic and non-democratic types depending on the consideration of the interests of the population. In a non-democratic regime, democratic principles and rules are not recognized. This regime is also found in totalitarian, fascist and autocratic forms. In a totalitarian regime, the multi-party system is rejected, and a single party is the leading force in society. The ruling party controls state bodies and does not allow political pluralism. The leader of the party is the head of state. Fascist regime is an advanced form of totalitarian system, in which rights and duties of people are determined based on nationality or race based on nationalistic ideology. In an autocratic regime, the rights of citizens are limited or not defined at all, and the country is ruled by a single person or representatives of a certain class.

In a democratic regime, people's equality and freedom are recognized, and citizens participate in the governance of the state by participating in various public organizations or elections. There are two types of democratic regime: representative democracy and direct democracy. In representative democracy, the people participate in the discussion and decision-making of issues of state importance through their elected representatives. In direct democracy, the people's direct participation in state management is ensured, that is, issues of state importance are decided in the form of a referendum [7;98-99].

Leadership is an important issue in public administration. Here you can find many answers to the questions of which leader will lead the country and how he will lead it. The word "Leader" is derived from the Persian word and means guide, guide (shower), leader [8; 362]. The leader operates on the basis of established legal and legal standards, and the effective operation of the organization or office depends on his thinking and intelligence.

A leader is sought after using his abilities and talents, and for this purpose he studies life and people deeply. As a result, he creates his own leadership method by forming the knowledge and experience he has gathered on the basis of the general principles of management. He is a completely free person in the formation of his management methods, but his leadership method must produce positive results[5;5]. Scientists have divided leadership into three styles: authoritarian, democratic, and liberal [4; 34-35].

In an authoritarian style, employees only perform the tasks given by the leader, and they have only one-sided information that they are interested in. This style is mostly used by the military. The advantage of this is that influence over subordinates is centralized and influence is easily achieved.

The democratic style of leadership is distinguished by the wide involvement of employees in decision-making and the use of collective forms of coordination and control in management. Some of the authority of the leader is transferred to subordinates. In this way, employees will have the necessary information and information about the future and development of their activities. The advantage of this method is seen in the employees' initiative and satisfaction with their work.

The liberal style of leadership is distinguished by the low level of involvement of the leader in the work of team members. The leader acts as a mediator between team members. It provides employees with the necessary information for effective activity. In such situations, team members organize their work with a clear plan and turn to the leader only in necessary situations.

According to experts, in practice, not one specific method is used purely, but in many cases, a combination of several methods is used. An active leader consciously tries to use the positive aspects of a particular style and eliminate its negative aspects[4;35].

It should be noted that the leading personnel in the management system should have duties and obligations in the performance of their duties, as well as appropriate authority. Special attention should be paid to the balance between responsibility and authority in management. Of course, this depends on the democratic principles, as well as on the distribution of powers between the central and local state authorities.

In the proper distribution of assigned duties and tasks, the leader must be highly business-minded, morally mature, able to provide unity in the team, able to see the future, have economic knowledge, follow the procedure, fully feel responsibility and be able to quickly adapt to changes. At the same time, the manager should be able to handle the organization with confidence while remaining calm in various situations. A leader should be able to listen to employees along with giving advice. It is necessary to be able to correctly assess the knowledge and skills of employees and determine their suitability for the position they hold. Because the work being carried out, the process of reforms, and the health of the spiritual and moral environment depend primarily on the leader. The activities of the leaders are monitored by the appropriate commission, special bodies such as certification and law enforcement agencies.

In short, the concepts of the state, management and leadership date back to the distant past, and throughout the history of the statehood of mankind, the essence and scope of these concepts have been expanding more and more. These concepts, which occupy an important place in social and political life, have become the main factors in the coordination, organization, control, regulation, maintenance and development of the social environment. The term "state" has not lost its relevance in all times, which consists of different types and forms, which governs the society according to its own rules. Expanding the meaning and essence of the concepts of state, management and leadership, improving their functions, and developing views on them served to expand knowledge about the state and society, leaders and management.

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