

The Significance of Personal Qualities of Principal Principals in Leadership Activity

Saidova Diloobar Ikrambayevna, Ph.D

Institute for retraining and professional development of directors and specialists of pre-school educational organizations, head of the "Pedagogy and psychology" department, associate professor of pedagogical sciences

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ANNOTATION

This article analyzes the requirements of pre-school educational institution managers and leaders, their personal qualities, the views of scholars, and the views of pedagogic scientists.

In recent years, due to the increased attention to the human factor, there has been an increased interest in the management of educational institutions. Management problems are also studied by several disciplines, including philosophy, history, economics, jurisprudence and psychology, and pedagogy is engaged in revealing its specific aspects. Pedagogical manager studies both object and subject of management. Pedagogical manager is said to be the object of management as a group of scientists, an individual, their psychological and pedagogical conditions, some of their processes and tasks, studied in research. When the subject of management is studied, it usually refers to a managing person or group of people.

Pedagogical management studies the psychological foundations of the manager's activities and on this basis solves a number of problems, such as what psychological conditions and processes should be cultivated in order to effectively organize the work of subordinates and make clear and correct decisions. For example, in concrete life conditions, if the head is conducting a meeting, the psychological state of each speaker is determined through the opinions, reports, etc., new work programs are developed, and according to the decisions made, special scientific instructions and advice are given to each of the head and employees.

The problem of learning the personality of the leader has been an important issue in all eras of personality society. The main reason for this is that, firstly, the social relations of each era required someone to be at a high level in terms of social status, and secondly, the way of life, development, level, well-being, and happy marriage of people depended on the person of this high position, his various qualities and characteristics.

Scholars and thinkers have written many valuable works on leadership and management ethics. The good news is that the contribution and legacy of our ancestors in this regard is immeasurable.

Abu Nasr Farabi, a famous scientist who lived in the Middle Ages, emphasized that the service of the leader in the development of the society is extremely important, and emphasized that the leader of the just society he dreamed of should have a number of qualities. In his view, every leader:

1. To be healthy;
2. Being sensitive, quickly grasping ideas and clearly imagining the general situation;
3. Being able to fully remember what he saw and heard;
4. To be sharp minded and clever;
5. Being able to explain his thoughts with clear and beautiful words;
6. Knowledge always strives for enlightenment;
7. Being able to control one's ego;
8. To love truth and truth, just and honest people;
9. To be a person who knows his own value, who stands above inferiority, is dignified and noble;
10. Being uninterested in wealth;
11. To be a just person who is uncompromising against injustice and injustice;
12. Must be determined, courageous and brave.

One of the great sages of Central Asia, Abu Rayhan Muhammad ibn Ahmad Beruni (973-1048), also expressed a number of his views on the subject of management and management. He points out that in order to evaluate each person; it is possible to observe what he has done: "The evaluation of each person is that he does his work well."

Beruni puts forward this idea in his work "India": "Each order given by a person who is interested in management and political affairs by nature, has the right to be a leader by virtue and strength, is stable in his thoughts and goals, who intends to leave the state to his successors and make it their goal that they do not oppose their ancestors, is as firm as fixed mountains in front of the person who is ordered, and although many times and long ages pass by the order, will also obey."

In his opinion, the governor, who is inclined to rule by nature, should be firm in his thoughts and views, and should obey the advanced opinions expressed by the wise men in carrying out his work. The main task of the just mayor is to establish equality and justice between the high and low classes, the powerful and the weak. Another important task of the mayor is to take care of the development of science and scientists.

Temir ibn Taragoi Bahadir (1336-1405), a great leader and leader of a great empire, created strong principles of management and leadership. His structure is also a stratometric structure characteristic of the social reality of his time. He distinguishes 12 social classes in his constitution:

- Sayyids, ulama, mashoyikh, virtuous people;
- businessmen, wise people;
- people who are pious, have left the world;
- noyons, amirs, thousands;
- constable and raiyat;
- special trustees;

- ministers, sarcotibs;
- mayors, doctors;
- tawsir and hadith scholars;
- craftsmen and artists;
- Sufis;
- Traders and tourists.

According to Amir Temur, the fate of this category of people is decided by the king, treasury and soldiers. It can be seen that the basis of this classification is the attitude and behavior of the caste towards the social reality.

Such a socio-psychological approach to the management of social life allowed Amir Temur to establish a large kingdom in his time.

Amir Temur, referring to the means of state management, writes: "Four things should be followed in the affairs of the kingdom:

- 1) council;
- 2) consultation;
- 3) determination, entrepreneurship, vigilance;
- 4) Caution". In his opinion: "A businessman, a man of courage and determination, a determined, enterprising and vigilant person is better than thousands of idle and indifferent people."

One of the great scientists of Uzbekistan, V.M. According to Karimova, an authoritarian leader conveys all instructions to his employees in a businesslike spirit, in a clear, clear, sharp tone. In the communication process, he uses strict tones such as threats and strict prohibitions against his employees.

One of his main goals is to convey his judgment to his employees by any means and, if necessary, conduct a training session. The speech of this type of manager is always clear and fluent, always serious. Praising or punishing or criticizing employees for some work is considered objective, and it depends on the boss's mood and attitude towards other people.

The wishes, opinions and advice of team members are rarely taken into account, and in most cases such wishes and instructions are limited by direct bullying, discrimination or moral punishment, or they are not satisfied at all. Such a leader usually keeps his work methods, future plans, how he wants to carry out a specific job or operation a secret from the team. In his opinion, these cases can have a negative impact on his reputation. Such a manager is "out of the team", autonomous, when he evaluates his position in social spatial relations in the group

The leader's understanding of his opportunities, personal and professional development prospects encourages him to conduct experiments that are acceptable in the form of constant research, creativity and choice. In this situation, the possibility and necessity of making a choice as a decisive element of professional development is recognized, which means, on the one hand, to feel one's freedom, and on the other hand, responsibility for all the realities that are happening and will happen in the educational institution.

Self-awareness of the head of a preschool educational institution from the point of view of professionalism is reflected in the attitude of pedagogues, students and their parents towards him. This is the source of professional and personal development of the leader. Active practical action is required to strengthen the internal conflict as a driving force of the leader's professional development. L.M. Mitina said that now the leader's spiritual practical experience and self-education traditionally requires deepening and enrichment of pedagogical and psychological knowledge.

Indeed, leadership and its proper implementation is an art, a skill. Because it is a multifaceted and complex process. For this reason, its study and research began in ancient times and continues to this day. How many theories and teachings have been created and are being created in this regard. Ethical norms and knowledge of them are very important knowledge for leaders, as well as for every member of society.

Knowledge of morals and etiquette is first of all very necessary knowledge to ensure personal success of the leader. At this point, it should not be forgotten that the culture of dealing, the smooth elimination of conflicts and conflicts that have arisen are extremely important for each of the supporters of this conflict and conflict. Morality is actually an Arabic word, and it means a set of norms and rules of behavior, which are manifested in the relations of people to each other, family, country, and society. Morality is the sum of relations of representatives of society to each other in regulating relations between people, including moral relations between people.

A person occupies a special place in society with his professional activity and reaches the highest management levels and ranks with and through the achievements of this professional activity. Therefore, it is very important for the leader to know the secrets of his profession, the ethical norms of the profession in this field, the ethical norms of the profession in this field.

In summary, based on the above points, it is necessary to research issues such as the theoretical and historical foundations of management science, management principles, management methods, leadership issues in groups, leadership qualities, criteria for evaluating the worthiness of leadership, and the classification of manager characteristics from a pedagogical and socio-psychological point of view.

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