

### SOCIAL CHARACTERISTICS OF LEADERSHIP STYLES

Fatidinova Dildora Murodjonovna

Andijan State Pedagogical Institute

Teacher of the Department of Pedagogy and Psychology

#### Annotation

This article analyzes the social characteristics of leadership styles.

**Keywords:** leader, management function, work style, innovator, autocratic leader, liberal leader, democratic leader.

When we talk about management and leadership, what should a leader be like, how should he establish relationships with employees, what is the role of a leader in preventing conflicts between employees, and what should he pay attention to in order to improve the quality of work? we are speaking within the framework of what should continue.

Today, the process of social and political reforms, renewal and further democratization of state administration requires a new approach to the issue of the leader and his responsibility.

Of course, since we are talking about leadership work, we want to take it one step further, that is, we want to start with the issue of employment.

On behalf of the management staff, it is necessary to say that the most difficult issue is the existence of a choice, because if there is only one candidate at the time of consideration of a candidate for one position, then there will be no choice.

First of all, there should be a number of vacancies for the position to be hired, only then we can choose the most optimal one from among them and choose a quality staff and leader plays. We can mention a lot of issues here.

In addition, if the employee's ability to learn is embodied in the personnel, we can achieve any future requirements.

The concept of a leader goes hand in hand with the concept of authority. Leadership is definitely authority. Within each leadership, powers are given to themselves. Authority is like a sharp weapon. If the weapon is used correctly, it will pay off. If it is used inappropriately, it can be harmful for both the manager and the employees.

Therefore, first of all, the leader should be able to properly feel his authority and be able to manage it properly, in this sense, the leader should learn when he is appointed to a new position.

What are its obligations, what are its powers and to what extent is the team ready to fulfill these powers and of course, in the current period, very high requirements have been set in each field, the team may not be able to meet these requirements at one stage, in this situation, the leader should set such tasks and make the right decision, only then can the team and the leader reach the desired goal.

All leaders can be divided into the following three types, depending on the leadership style, character and attitude towards subordinates:

- Autocratic leader
- Liberal leader
- Democratic leader

The mentioned leadership styles are not pure, each leader's work style in life is different, but one of the above three styles is more noticeable. It is necessary to use the positive aspects of leadership in relation to different employees in different production situations. The leader should act according to the actual situation and deal with the subordinates taking into account their unique personal characteristics.

Leadership necessarily works with the team in leadership activities. The leader should be able to ensure that conflicts do not arise between employees. Of course, when we talk about people, objectivity and subjectivity in people are always subjectivity in the process related to people.

Subjectivity means that both sides have their own opinions and each side has its own opinions. Of course, the first factor of the leader is always to treat the employees with fairness, because not treating them with fairness causes bias, localism among the employees and a number of other negative situations.

If the leader makes a fair decision, there will definitely be a positive atmosphere of unity in this team. At this point, the existence of his own methods of leadership activity is considered. Of course, there are a lot of working methods in leadership and it should be said that we cannot consider it correct that a leader uses just one method. Each manager uses a set of methods in his work. If we consider one method as a priority, it is appropriate for the leader to use the personal example method. This method is certainly a very good method, but this method requires a lot of effort, responsibility, and potential. This method is considered a difficult



## E- Global Congress

Hosted online from Dubai, U. A. E., E - Conference.

Date: 30<sup>th</sup> October 2023

**Website:** <https://eglobalcongress.com/index.php/egc>

ISSN (E): 2836-3612

method, especially in the field of pedagogy. this method is very effective. It is a great task and demand for leaders.

The responsibility of the leadership is the responsibility of the employees, the responsibility of the employees to the tasks given by the leader is an important factor, because the concept of responsibility first of all expresses the demand of a person for himself.

Unfortunately, at present, there is a quality of making demands in relation to the institution, in relation to society, but the level of making demands in relation to themselves is insufficient. If each employee has enough responsibility, he will find his right place in the team and society. No matter what level of management the leader is in, in order to implement the management process appropriately, must have certain abilities.

The leader will have his place in the team with his qualities, strong character, strong will, stable emotions, special ability to all things and aspects.

The progress of science and technology today, the high level of consciousness in people, the impressive power of social experiences, the fact that people have certain knowledge require the leader to rise to the level of a perfect human being.

This requires the leader to have a high level of intelligence, a broad worldview and to be aware of modern information about all the achievements made in the field of leadership science. In this sense, the study of leadership as a separate discipline had a great impact on the organization's progress towards the development of society on the basis of fast and advanced ideas, as well as the understanding and timely solution of the above-mentioned problems, which means the consistency of the leader's activity, serves to improve quality and efficiency.

In any social group, the leader takes the leading place in the formation of the politically strategic direction of development, legally, activity opportunities and borders, economic conditions, material foundations and products and morally, educational, educational and cultural level.

Leadership culture is also one of the most important characteristics in management. Culture is primarily a product of spiritual wealth. A national state with a high political culture acts in the interest of the people and puts the common good above its own personal needs and interests. It is necessary for a leader and a candidate for leadership to have special behavior, spirituality and culture and



## E- Global Congress

Hosted online from Dubai, U. A. E., E - Conference.

Date: 30<sup>th</sup> October 2023

**Website:** <https://eglobalcongress.com/index.php/egc>

ISSN (E): 2836-3612

constantly improve it. It is not enough to be aware of political life or acquire economic and professional knowledge.

They should also have mastered advanced management skills based on world experience. Today's leader achieves this by being demanding towards himself, approaching his tasks with high responsibility. Books on politics, economics and spirituality, as well as classical literature, in-depth observation of historical processes, broadens his worldview. If a leader with intellectual maturity, culture and intellectual maturity moves away from independent thinking, observation and deep analysis of daily events, he will move away from the spirituality required by leadership.

In this day and age, you can't manage a team by giving orders, threats, and other negative behaviors. Democratic reforms taking place in our republic, freedom of speech and conscience, awareness of national identity, legal protection serve as an important factor in the rise of citizens' consciousness and legal culture.

As a result of the fundamental changes that are taking place today, the people of our republic have the opportunity to think and work independently, to search for ways to realize their personal plans.

That is why our people recognize our country as "Uzbekistan - a country of great opportunities". It is necessary for a modern leader to be closely familiar with relations in social life, their structure and essence, and to take them into account in the process of management.

The leader must gain a reputation among the people under his control, executive assistants, with his all-round priority, otherwise there may be a word about the production efficiency, the creative thinking of the employees. it's not.

In addition to the fact that the leader has a high morale as a person, his firm character and his national identity, a number of the following qualities make it possible for the next stages of the position and realize future plans.

One of the main signs of a legal democratic state is the creation of strong guarantees of the rule of law, the rights and freedoms of citizens and their legal interests. In this, the issue of the rights and interests of women, who make up more than half of the population of the republic, has a special place.

In this sense, there are opinions that why what is written in a book is different and what is written in life is different, what our teacher said is different in life, the written order is different and the order on the street is different and not finding the right answer to these opinions. sometimes leads people to a dead end. It is in



these situations and conditions that the leader should be able to guide his subordinates to the right path.

### References

1. Kurbanov Sh., Seytkhalilov E. Management of the educational system. - Т.: "Turon Iqbal": 2006. - 592 p.
2. Mahmudov I.I. Management psychology. - Т., 2006. -187 p.
3. Зайцев Г.Г. Управление деловой карьерой. – М.: «Академия», 2007. -346-б.
4. Литвинцева Н.А. Психологические аспекты подбора и проверки персонала. – М.: «Бизнес-школа «Интел-синтез», 2004. –400-б.
5. Одегов Ю.Г., Карташова Л.В. Управление персоналом, оценка эффективности. – М.: «Экзамен», 2004. –256-б.
6. Тараненко В.А. Управление персоналом, корпоративный мониторинг, психодиагностика: Тесты для отбора персонала. – Киев: «Ника–Центр», 2006. –236-б.