

THEORETICAL ANALYSIS OF THE FORMATION OF LEADERSHIP COMPETENCE IN MANAGERIAL PERSONNEL

Turakhuaeva Rano Rustam qizi*

*Senior Teacher,
Department of Psychology And Professional Culture,
MIA Academy, UZBEKISTAN
Email id: rano.dba@gmail.com

DOI: 10.5958/2278-4853.2023.00109.X

ABSTRACT

Today, the training and retraining of leading personnel for public service is of great importance. After all, one of the masses that make up the country's development are civil servants. It is important to develop the competencies of leaders who are in leadership positions and are preparing for leadership positions.

This article presents a theoretical analysis of leadership competence, which is given special attention in the training of many civil servants, and also explores the stages of formation of leadership competence in young leaders.

KEYWORDS: *Leader, Competence, Leader, Charisma, Dilettante, Professional, Mentoring.*

REFERENCES

1. Decree of the President of the Republic of Uzbekistan No. PF-5843 of October 3, 2019 (<https://lex.uz/acts/4549998>)
2. We will build a free and prosperous, democratic state of Uzbekistan together" Speech at the joint meeting of the chambers of the Oliy Majlis dedicated to the inauguration ceremony of the President of the Republic of Uzbekistan Sh.M. Mirziyoev - Tashkent: Uzbekistan 2017 - 56 p.
3. Bekmurodov M.B. "Find and nominate leaders", "The role and place of non-governmental organizations in increasing public activity", the newspaper "Voice of Uzbekistan", October 8, 2004.
4. L.D. Terry, 2003. Leadership of public bureaucracies: The administrator as conservator - books.google.com
5. Bychem V., Smith O. B., Pisi M. D. Nurture your leader. How to find, develop and retain talented leaders. - M.: Williams Publishing House, 2002.
6. Weber M. Selected works. — M.: Progress, 1990
7. Lapygin Yu. Management Theory. Moscow. Reed Group. 2011. 269 p.
8. Maslow A. G. Motivation and personality. - St. Petersburg: Eurasia, 2009.
9. Shane E.X. Organizational culture and leadership. St. Petersburg: 2002. - 336 p.

- 10.** Shpakova R.P. Types of Leadership in the Sociology of Max Weber // Sociological Studies. - 2008.