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PEDAGOGICAL AND PSYCHOLOGICAL BASIS OF FORMATION OF MANAGEMENT SKILLS IN LEADERSHIP IN THE FIELD OF PHYSICAL TRAINING AND SPORTS

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Annotatsiya. Ushbu maqola boshqaruv faoliyati masalalariga bag'ishlangan bo'lib, uning xususiyatlari o'rganiladi. Boshqaruv faoliyatining tuzilishi ko'rib chiqiladi, modellashtirish zarurligi isbotlanadi, chunki boshqaruv subyekti tomonidan boshqaruv qarorlarini qabul qilish jarayoni muayyan vaziyat uchun samarali qarorni ishlab chiqishga asoslangan.

Kalit so'zlar: boshqaruv, subyekt, samaradorlik, faoliyat, tashkilot, tizim, faoliyat, shakllanish, nazoratchi, jarayon.

Аннотация. Данная статья посвящена вопросам управленческой деятельности, исследованы её особенности. Рассмотрена структура управленческой деятельности, доказана необходимость моделирования, так как процесс принятия управленческих решений субъектом управления основан на том, чтобы к конкретной ситуации разработать эффективное решение.

Ключевые слова: суправление, субъект, эффективность, деятельность, организация, система, функционирование, формирование, руководитель, процесс.

Abstract. This article is devoted to the issues of management activity, its features are investigated. The structure of management activity is considered, the need for modeling is proved, since the process of making managerial decisions by the subject of management is based on developing an effective decision for a specific situation.

Key words: management, subject, efficiency, activity, organization, system, functioning, formation, leader, process.

Introduction. Consistent measures are being taken in our country to popularize physical culture and sports, create the necessary conditions and infrastructure to promote a healthy lifestyle, especially among young people, to ensure the country's worthy participation in international sports arenas. At the same time, the existence of a number of systemic problems and shortcomings in the organization of physical culture and sports hinders the effective implementation of state policy in this area and the full use of the country's existing sports potential. At the same time, it is necessary to implement specific programs in the field of physical culture and sports to strengthen the health of the population, attract young people to sports and select talented athletes, form national teams with skilled athletes and coaches. There is a need to create conditions [1].



The relevance of the chosen topic is that the issues related to the introduction of management activities belong to a multifaceted set of problems, including practice and management theory, the coverage of the individual activities of the manager. Management activity is a model of professional activity, its non-standard, main and general task is determined by the importance of co-organizing the activities of other people to achieve goals and objectives, as well as the principle of hierarchy of reliance on them. Management activity is recognized as having an intellectual component, as it focuses on the development, implementation and adoption of management decisions in society aimed at changing the state and direction of social processes, people's consciousness, behavior and activities.

Literature review. Psychological consideration of this problem should be one of the main issues, the methodological principles of Russian psychology - the principle of unity of mind and activity B.G.Anan'ev A.N.Leontiev, S.L.Rubinstein This is reflected in the works of and others. According to this principle, the mental characteristics of a person are simultaneously manifested and developed in the process of his professional activity. Research conducted by E.A.Klimova shows that during the period of adaptation to management activities, the appropriate individual activity style forms a professional and functional role, which allows it to be performed [3]. In every higher education system, every leader is individual and unique. This is due to the fact that each modern leader organizes his activities in a unique way. One of the problems studied in detail in social psychology is the different management styles. The works of German scientists G.Gibsh and M. Forverg, Russian scientists V.Parigin, L.Uminsky, M.Zhukov and others are especially noteworthy in this area.

Research Methodology. The socio-economic status of the individual is a strong factor in the performance of managerial activities. The importance of this is especially evident in the example of oriental culture. An ordinary citizen of our region wants to see an influential, self-sufficient and complete person in the person of a leader.

Analysis and results. Management activity is a system of management processes. Management processes are those that are reflected in the targeted decisions and actions taken by management leaders in a specific sequence and combination. Management activity has its own characteristics as a type of professional practical activity [3]. Their ability to adapt to changing conditions, to set goals, to form themselves, and to develop can occur in certain conditions that are rare and unpredictable in human activity.

1. *Subjectivity of management.* Any activity is subjective, so it is always done by a specific subject, and in management activities, the personal characteristics of the subjects of management, their position and professional experience are important.

2. *Management activity* - an important feature of which is the establishment of an independent goal, which is carried out by its subject. Often he independently forms the task of his movement and the task of the controlled system, divides them into tasks, represents the ways to achieve the goal.

3. *An indirect aspect of success in management activity* is that the success of management activity is considered as a managerial influence on the regulated system.



This effect does not occur spontaneously, but is done to ensure the necessary behavior of the controlled system. That is, the end result of this activity is completed by the activity of the managed system. This, of course, evaluates the effectiveness of management activities. The efficiency of the work of each management entity is characterized by the efficiency of the organization it leads.

4. *The creative nature of management activities.* In fact, management practice shows that the decision-making process is inherent in its nature and it is not possible to fully model such a process because it always involves infinite factors and elements of creativity. At the same time, “limited” creativity can be largely limited by existing ethical, legal, and other norms.

5. *The need for modeling* - the process of making management decisions by the subject of management is based on the development of a specific decision for a particular situation. Of course, we would like this decision to be effective. But what does a management entity need to do to make the best decision? The current management manager is offered a set of best practices - some are set by other managers in standard situations and define effective solutions in certain situations.

6. *The results of the activities of the subject of management* are the work or joint responsibility of the subjects, objects and processes under its management. Indeed, the subject of management is responsible for the results of its activities - the state of the managed system and the results of its activities. This issue assumes responsibility to the managed system, the internal system, and the external environment. This means that the “social” nature of this process and outcomes is a hallmark of management activity.

7. *Development and adaptation.* A distinctive feature of management activities is the importance of the development of both the managed system and the subject of management, as well as their ability to adapt to constantly changing external and internal conditions. The growth of the subject of management that he personally performs is called self-development, while the object itself or the subject of management is the realization of self-development or the improvement of the managed object.

By solving these tasks, we create conditions for organizations of the educational process [5]. The solution of each of the listed tasks is based on:

- Analysis;
- Management decision making;
- Goal setting;
- Planning and forecasting;
- Organization of performance;
- Management;

Conclusion. The problem of management has been studied extensively in the field of psychology, in which various theories, concepts, approaches, positions, directions have been studied. At the same time, it is important that the higher education system is represented by a leader and a leader and that the official leader should, as far as possible, organize the management process in a way that harmonizes the goals of the organization



with the interests of employees. It is this factor, especially in the field of professionalism, that serves as a basis for a leader to rise to the level of leadership.

The management process begins with determining the need for action. Of course, this requires an analysis of the state of affairs. The analysis identifies the pros and cons. After that, a decision is made (what to look for, what to do first, etc.). Then a clear goal, tasks are defined, a clear activity is planned. Once a plan has been developed, work should be organized according to that plan. It ends with organization and finally execution control. In conclusion, success in any area of activity will largely depend on the employees who are able to best demonstrate the potential and intellectual ability of their subordinates to the manager.

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