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Spiritual and Moral Attitude of a Leader and The Requirements Imposed On It

Sulaymonova Dildora Kodirovna

Lecturer at the Academy of

Public Administration under the President of the Republic of Uzbekistan

dsulaymanova90@gmail.com

Abstract

This article talks about the moral and ethical qualities of public servants who set an example by their actions, as well as the ethical rules and requirements that must be observed. In particular, general recommendations are given on the opinions and views of thinkers and scholars, highlighting the requirements for a public servant of the state. This is also regulated by laws, judgements and constitutional frameworks.

Keywords: ethics, professional competences, human being, personal example, spirituality, patriotism, justice.

Introduction

A civil servant should be an example and role model for others not only professionally but also morally. In particular, it should not be forgotten that his manners, behaviour, culture of communication with representatives of the ordinary population will be in the eyes of the public. If knowledge, skills and qualifications are one of the criteria of leadership activity, on the other hand, the personality of a person carrying out leadership activity is measured by high moral qualities.

This view is reflected in the Constitution. In particular, the definition of a number of duties and responsibilities in the activities of State civil servants, the participation of citizens in State administration, and the broadening of the foundations of civil society serve to ensure the principle that "the State shall carry out its activities. based on the principles of social justice and legality, aimed at the well-being of individuals and society". In fact, the implementation of reforms has been raised to the level of state

policy; in many respects, in the attitude of civil servants to their work, the enhancement of human dignity is seen as the main criterion.

Our honourable head of state: *"It was this nation that brought us all up and brought us to adulthood. It is this nation that gave us all a fortune. It is this nation that trusted us and elected us as leaders. Therefore, who should we communicate with first and foremost - our own people. Who should we consult with - our people first. Then our people will be satisfied with us. If our people agree, our work will be fruitful and blessed. If the people are pleased with us, the Creator will also be pleased with us,"* he said [6]. It is also important to set a standard that the principle *"the people should serve the people, not government agencies, government agencies should serve the people"* should become the main rule in the activities of leaders at all levels.

Unfortunately, in our country, along with successes, there are cases of misuse of official duties by civil servants of different levels. The state civil service should be systematically analysed sociologically and analytically, and the results of its activities should be supported by appropriate conclusions, as well as agreed upon. Thus, the professional competence of civil servants of the state civil service is manifested in all spheres of their activities, and today the state requires the formation of mechanisms to improve the professional competence of civil servants of the state civil service. Management personnel should not manage the organisation but serve the society, increase the social and economic efficiency of civil servants in serving our people, as well as management personnel should think strategically, manage democratically, and life itself requires it. the interests of society prevail.

Extensive work is being undertaken in the process of improving the State civil service. PD-60, approved by Presidential Decree of 28 January 2022 on the New Uzbekistan Development Strategy for the period 2022-2026, is the first of the New Uzbekistan Development Strategy for the period. In the priority direction "building the state" for 2022-2026 *"Raising human dignity and further development of a free civil society through the development of a people-friendly 11th goal-objective "Improving mechanisms for communicating with the people" [3].*

In order to achieve the 11th goal of the Development Strategy, which is called "Improving mechanisms of communication with the population", the following priority tasks have been identified and are being consistently implemented:

- further improving the mechanisms of open communication with the population, expand the practice of making important decisions taking into account public opinion;
- establish digital control over the timing and quality of their consideration by creating a centralised system for collecting appeals received by state bodies, ensure prompt and quality consideration of appeals on issues directly affecting the daily lives of citizens. The population;
- to ensure consistent implementation of the national programme "People's State", which provides for the implementation of the idea "the state should serve the people";

- to effectively organise the activities of the Public Chamber, establish its cooperation with other civil society institutions and actively involve the population in the process of determining ways to solve the problems that concern them.

The rules of etiquette for State civil servants are a legal guarantee (1 - table). Cabinet of Ministers Decision No. 595 of 14 October 2022 on additional measures to ensure compliance with the rules of etiquette by State civil servants establishes the general rules of etiquette for professional culture. It defines the rules of etiquette for official activities, the rules of etiquette outside the service, the rules of etiquette for relations with the public and representatives of the media, and the rules of etiquette for appearance and dress in official activities. Cabinet of Ministers Decree No. 595 of 14 October 2022 **"On additional measures to ensure compliance with the rules of etiquette by civil servants"** stipulates that disciplinary and other liability measures may be applied against employees who violate the rules of etiquette [4].

As an example, here are two rules to be followed by civil servants contained in paragraph 3 of the Model Code of Conduct. These are *"fostering in citizens a sense of trust and respect for the state, politeness, attentiveness and vigilance"*, *"ensuring a healthy family environment, constant care for family members, formation of patriotism and other high moral qualities in children"* [4].

Our Eastern thinkers have also expressed their views on leadership and ethics.

Abu Nasr Farabi expressed his social and educational views in such works as **"Shahshahri of Virtuous People"**, **"On the Achievement of Happiness"**, **"Ihsa-ul-Ulum"**, **"The Origin of Sciences"**, **"On the Meanings of Mind"**, **"Treatise on Perfect Education"**. Farabi says that *"education, carried out in accordance with the purpose, makes a person mature both intellectually and morally, in particular, a person correctly assimilates the laws of nature and society, leads a correct way of life, and has correct relations with other people. ."*; *"Such a person,"* Farabi wrote, *"is the supreme possessor of human perfection and the one who knows the behaviour that leads to happiness"* [9].

Abu Ali ibn Sina calls for gaining enlightenment, which is considered the first criterion for achieving perfection. After all, an enlightened person is brave, he is not afraid of death, he works only to know the truth, says Ibn Sina. Uneducated people are ignorant, they cannot know the truth, so they are classed as immature people. He emphasises that scientific ideas should be kept secret from such people [10].

He points out that knowledge is necessary to know the truth, but not all knowledge leads to truth, and a person needs to know logic to know the truthfulness of his knowledge. Ibn Sina's teachings on teaching methods are also based on the idea that ignorance lies behind ignorance, that one should rely on logical thinking, personal observation and experience to acquire knowledge.

That is, some managers who do not observe the etiquette of communication, are rude and behave like khans will find it difficult to work in the sphere of public affairs. Another important point is that the state of compliance with the Code of Conduct by

civil servants will be taken into account when appointing them to higher positions in the future and forming the management personnel reserve.

The leader needs to effectively use the power of spirituality and culture for noble goals, to develop social relations in the management system on the basis of humanitarian ideas. Criticism on the part of the leader has a great and great influence on people. Therefore, it should be used with special care in the right situation. After all, leadership style requires certain elements of management culture. Manifestations of management culture include cultural rules defined by appropriate norms. The relationship between leaders and common people should be based on the rules of politeness. These rules include a high level of social responsibility, humane relations between people, mutual respect, solidarity and brotherhood. Improving leadership culture means paying attention to all its elements. All this contributes greatly to the growth of the leader's cultural level and improvement of his political culture.

Moral qualities of public servants remain a topical issue today and tomorrow. After all, the spiritual and moral qualities of civil servants of the state are important in the formation of a positive trend of strengthening civil society and ensuring its stability.

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