

IDEOLOGICAL AND IDEOLOGICAL FACTORS INFLUENCING THE FORMATION OF PROFESSIONAL CULTURE OF MODERN LEADERS

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Annotation. In this article, the moral conditions affecting the professional culture of modern leaders and the factors influencing it are determined. In order to achieve this goal, it is necessary to optimize the process of spiritual development of the leaders who meet the requirements of the present time, to think about the social, ideological and ideological factors affecting their activities. Social conditions in most cases become objective for the subject of work, and most of the ideological and ideological factors have a subjective nature. comments on the improvement of the objective conditions related to the current professional activity system and the objective-subjective conditions related to the structure of the professional environment and the subjective factors related to the individual foundations of the level of effectiveness of spiritual development of the spiritual aspect of professional culture were formed.

Keywords. Spirituality, culture, leading personnel, professional culture, morality, country, people, society, culture, spiritual-intellectual, emotional image, individuality, social interests, need, taste, emotion, feeling, inclination, social communication.

Introduction

It consists in determining the moral conditions affecting the professional culture of modern leaders and the factors influencing it. In order to achieve this goal, it is necessary to optimize the process of spiritual development of the leaders who meet the requirements of the present time, to think about the social, ideological and ideological factors affecting their activities. Social conditions in most cases acquire objectivity for the labor subject, and most of the ideological and ideological factors have a **subjective** nature.

Therefore, it is possible to distinguish the objective conditions of the development of the spiritual aspect of professional culture related to the current system of professional activity, as well as the objective-subjective conditions related to the structure of the professional environment and the subjective factors related to the individual basis of the level of effectiveness of spiritual development. First, subjective factors include:

- the attitude of the leader to values and the level of actualization of the need for spiritual development;
- the main direction of professional activity of leading personnel is aimed at achieving socially important goals.
- Secondly, the **objective-subjective** conditions are:
- inclusion of tasks related to spiritual development in educational programs of the system of training and retraining of leading personnel;
- regulatory and legal strengthening of ethical requirements and norms imposed on leading personnel.

Objective factors include the national idea that unites society. The national idea unites the members of the society in the pursuit of noble goals and defines the spiritual and moral aspects of the society. The role and importance of the national idea in the system of professional culture of the leading personnel is determined by the following:

1. It unites the team towards a common goal and activates people's efforts in the conditions of market economy relations.
2. Strengthens the values of national harmony and inter-religious tolerance in the conditions of multi-nationality of labor teams;

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3. Establishes democratic thinking in the minds of team members, takes an important place in ensuring its effective operation based on national values and mentality;
4. Serves the formation and development of private entrepreneurship and business characteristics in team members in the conditions of market economy relations. According to Article XXII of our General Dictionary, social life in the Republic of Uzbekistan develops on the basis of diversity of political institutions, ideologies and opinions. No ideology can be established as a state ideology. From the first days of independence in our country, the need to achieve the noble goals before us, to completely get rid of the complications of the old ideology, to prevent the emergence of an ideological gap, to protect ourselves from the attack of foreign and foreign ideas, to raise mature people who can resist such attacks, the need to form a new ideology that is in the interests of our people and society demanded.

The national idea represents the noble idea of the people of multinational Uzbekistan - the people - the people, the nation - the nation, expressing its honor, dignity, trust and faith, and the system of ideas that is constantly developing and improving, relying on the unique path of development, lifestyle, and fundamental interests of our society. did Inculcation of the national idea in the hearts and minds of the members of the society is carried out through various forms of education. At the same time, labor teams are a socio-spiritual environment in which the main part of a person's life is spent, his thinking and attitude to life are formed. It is a unique place that cultivates such concepts as community spirit, hard work, efficiency, justice, and feelings of kindness.

It is related to **subjective** factors (the level of relevance of the system of values and the need for spiritual development of the leading personnel, as well as the orientation of the main direction of professional activity to achieving socially important goals). At this point, it should be noted that the creation of conditions that ensure the formation of the attitude of the leading personnel to values requires the creation of a certain social and psychological environment. Monitoring studies that reflect the real state of the value system of modern leaders are a necessary condition for starting work on creating favorable conditions for the formation of attitudes to values. Based on the information obtained in this way, it is possible to determine the main direction of the management personnel's attitude to values and to plan their elimination, taking into account the identified shortcomings.

Labor teams teach people of different nationalities and religions to cooperate on the basis of friendship and solidarity, mutual benefit, and harmony of national and universal values. This, in turn, is an important factor in creating a healthy spiritual environment. The educational process is an important factor of socio-psychological influence on the formation of attitudes of leading personnel to values. In this case, education should not consist only of forming personal qualities or influencing behavior. Education also involves influencing the individual's needs and behavioral motives. In other words, education means forming not only a person's qualities and behavior, but also his system of motives and needs.

Incorporating the tasks of spiritual development into the system of training and retraining of modern leaders is one of the urgent tasks of today.

Currently, the improvement of the continuous education system is an important factor in the continuous development of a person intellectually, professionally and spiritually. The main task of the continuing education system is continuous learning and continuous updating of knowledge, realization of the professional potential of the person, its further development, assimilation and enrichment of the cultural experience of mankind.

Literature analysis.

If we understand culture as a criterion and method of forming and realizing the spiritual forces of a person, then the main task of education can be defined as the need to develop the spiritual forces of a person, to direct a person to positive and important goals, and to help him realize his abilities through work. These aspects are important as factors affecting spiritual and moral improvement in the system

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of professional culture. Implementation of qualification exams, selections for specialization and attestation of management personnel is an important aspect that helps to determine the priority of moral values. The educational system, its content and level are determined by the cultural traditions of the society. Studies on the social aspect of society show that in the conditions of the market economy, people's spiritual life activities can gain a high level of importance. Otherwise, slowness in the development of general culture, unhealthy spiritual needs, simplification of moral standards in evaluating the behavior of oneself and others, can lead to a decline in spirituality.

The acquisition of special professional knowledge rightly occupies an important place in the educational process. But education is not the only reason. Acquainting people with culture, ensuring that the young generation understands family, social, and civil relations, creating an opportunity to learn customs, traditions, values, language, and history is the most important task of education, which cannot be solved without increasing attention to the socialization of education.

Thus, for objective reasons, social education becomes a necessary link in the formation of the general culture of leading personnel, activating the manifestation of spiritual, moral and aesthetic culture. Culture describes the relationship of a socially educated person with the socio-cultural environment.

It is known that the need for socio-technological development of leading personnel is one of the main issues on the agenda. Taking into account the development of the society, it helps to develop the general culture and spirituality of the leading personnel by predicting and developing their cultural, educational and professional capabilities.

The compatibility factor of social culture with humanistic existence changes the character of education, it becomes "creating" a perfect person. As a result, existing knowledge is replaced by continuous education, which ensures "personal growth" throughout a person's life. In this case, the dialectic connection between the humanization of activity and the socialization of professional education allows to rationally determine the purpose, content, methods of the educational process of leading personnel, to create objective and subjective conditions for the comprehensive development of the subject of activity in terms of cultural, scientific and professional aspects.

In any society, the attitude of a person, especially young people, to values becomes the object of education and consistent influence of the state. The mechanism of developing attitude to values is included in the educational process of higher educational institutions, and it is related to the quality of teaching philosophy, cultural studies, sociology, psychology, legal and economic sciences, as well as political values and political science. Approval of state education doctrine and standards, licensing and accreditation of educational institutions - affects the direction and goals of education. Everyone knows what qualities should be cultivated in a person, but not everyone has a clear idea of what needs to be done for this, what set of necessary and sufficient actions should be taken.

It is known that there is a conflict between the goal of the society to educate an initiative, responsible, independent person capable of self-development and the content of educational activities and methods. Pedagogical work with a developing person should be psychologically deep, individualized, activating the sense of self-awareness. However, the existing psychological-pedagogical set of educational tools directs a person to a clearly defined goal based on the social life supports from the surface. Achieving continuity of schooling and education at all stages of the life course remains a complex issue. The main task of the principle of pedagogical succession is the creation of a psychological goal in all stages of continuous education in relation to the development of the spiritual world as an eternal value independent of household and social conditions. These criteria indicate the need for consistent formation of service to the state and the people in young leaders.

It is necessary to provide close assistance in solving the issues of developing the professional and spiritual culture of the leading personnel, as well as providing social support to the

professional activities of civil service employees. Social service studies various layers of the economic, political, social and spiritual life of the society, provides support in the selection of leading personnel by analyzing personal and professional qualities, in the selection of a group according to the criteria of psychological compatibility. Analyzes operational information about the dynamics of professional growth of social service management personnel, development of creative potential, and work on raising the cultural level of interpersonal relations. Regulatory and legal strengthening of ethical requirements and norms for leading personnel is an important factor influencing the development of their morale.

The legal strengthening of these will have a positive effect on the development of the spiritual element of the professional culture of the leading personnel. This ensures a clear understanding of the commanding, prohibiting and recommending norms of the professional activity of leading personnel, understanding the goals and tasks of their activities, and knowledge of professional requirements.

Thus, the analysis of the professional activity of the leading personnel shows that the development of their spiritual culture is a very important task. The optimization of the researched process is determined by the professionalization of the leading personnel, the realization and development of the creative potential of each specialist.

The set of social institutions that enable the formation and development of the spiritual culture of modern leaders, as well as the set of conditions and factors influencing this process, form a single system. The considered conditions and factors are the elements of this system. The use of the criterion of the effectiveness of the leadership training activity serves as a reference point for the study of the phenomenon of spirituality in professional activity. Consequently, the degree to which managers have realized spirituality in their professional activities serves as a criterion for determining the spiritual element of their professional culture. At the moment, the manifestation of spirituality as a result of the process of professional activity, as well as the aspirations of the leading personnel for spiritual and professional development, is valid as an indicator. Existing criteria allow defining three levels of professional culture formation:

- 1) optimal level (leaders in their activities aim at such values as serving the state and society, protecting the interests of the population, achieving high professional skills, a "healthy" desire to rise from the career ladder, continuous self-development and improvement);
- 2) average level (leaders mainly strive to achieve stability in their activities. For this, they strive to acquire education and self-study knowledge);
- 3) lower level (leaders in their activities are oriented towards personal and corporate interests, system of benefits, careerism, in which service to society and striving for self-improvement are not observed).

Some objective, objective-subjective and subjective conditions and factors influence the formation and development of the spiritual element of the professional culture of leading personnel. Objective factors include the existence (or non-existence) of a unifying idea capable of uniting citizens in society, increasing their labor and social activity. Objective-subjective factors include the following: creating an opportunity for actualization of the needs for spiritual development by including the tasks of spiritual development in the system of training and retraining of managerial personnel; to significantly facilitate the understanding of permissible and impermissible actions in the activity of state administration by means of legal strengthening of ethical requirements and norms imposed on leading personnel; by establishing centers of psychology and acmeology, it is possible to support the professional activity of leading personnel.

Among the subjective factors that influence the formation and development of the spiritual element of the professional culture of the leading personnel, the following can be included: the degree of actualization of the need for spiritual development of the leading personnel, as well as the change of the main direction of professional activity from personal professional goals to achieving socially

important goals that serve the development interests of society and humanity. Based on the above opinions, the following can be defined as promising aspects of the research topic:

- 1) Researching the problems of spirituality in the system of professional culture of leading personnel is of great importance for our national science with historical and political experience in the field of management, and is a factor that contributes greatly to the development of the science of national leadership.
- 2) Analyzing the essence of professional culture, using it in the activities of the leading personnel, instilling spiritual and moral aspects into it, takes a leading place in ensuring the social and moral cohesion of the team.
- 3) Researching the issues of spirituality in the professional culture of leading personnel on a political-empirical basis serves as a necessary criterion for assessing real situations in society.
- 4) Analyzing empirical data of a political nature within the scope of the topic and drawing clear conclusions is shown as a factor predicting the socio-political development of the society.
- 5) Researching the problem of leadership ethics based on the analysis of experiences, defining national ethical norms is important in ensuring optimal aspects of leadership personnel's activities.
- 6) Researching the manifestation of elements of political culture and politicized spirituality in management is a factor that ensures the development of the science of national leadership. So, many factors influence the development of their spirituality in the system of professional culture of leading personnel. For example, the national idea that unites the members of the society has a positive effect on the development of the leaders' spirituality and raises its moral image. Another factor affecting the stability of the leader's spirituality is the principles of honesty, religion, and faith characteristic of our national mentality. Industriousness, tolerance, peace-loving, aspiration for sustainable development, creativity characteristic of our nation - all of these are naturally manifested in the professional culture of the leading personnel and appear as an important aspect of their spirituality.

In conclusion, it can be said that, firstly, in the system of professional culture of the leading personnel, moral aspects are the leading factor in the celebration of the positive features characteristic of the national mentality in the conditions of renewal of the society, as well as ensuring the socio-economic, cultural and spiritual growth of the community.

Secondly, the leader's ethics coordinates the relations between the team and the leader between society and state bodies. In this regard, a number of laws on leadership ethics have been developed in the world's leading countries, and these aspects determine his rights, duties and responsibilities.

Thirdly, the mentality arising from our national character and characteristics always appears as a factor determining our moral aspects. These aspects are also clearly visible in the professional culture of the leading personnel and ensure positive relations between the leader and team members. The leader's spirituality determines his moral image.

Fourthly, a number of factors significantly affect the development of spirituality in the society, and there are factors affecting the development of spirituality in the system of professional culture of the leading personnel, without their direct participation, spirituality cannot be imagined. The national idea that unites the members of the society is an important aspect in the optimization of the spiritual and moral image of the leaders.

Fifthly, the national values, customs, traditions, features and characteristics instilled in the national idea are also factors that increase the morale of the leading personnel. The promising aspects put forward to further improve the morale of the leaders are characterized by the fact that in the conditions of modernization and renewal of the society, the responsibility of instilling democratic thinking in the minds of the members of the community rests, first of all, on the leader.

Sixth, in the conditions of some difficulties during the transition to market relations, it depends on the stability of spiritual factors in the leader's professional culture to establish a sense of confidence

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in the future in the minds of team members, to explain that it is a great responsibility for each of us to ensure the development of the Motherland and the well-being of the people.

Summary

Uzbekistan's achievement of state independence created conditions for fundamental reform of all spheres of society, including spiritual and educational development of the nation. In the conditions of the modernized society, along with the provision of social and political stability, the establishment of spiritual values in the thinking of the population, the radical change of people's worldview further develops the national aspects of the country's development.

Among such fundamental changes in the life of the society, the increasing influence of moral and ethical factors in the formation of the professional culture of management and leadership in labor teams is an expression of the realization of the priorities of the national interests of the country. In fact, the spirituality of the leading personnel is gaining importance as a unique criterion that determines the adherence to the principles of justice in the life of the society. The organization, moral image, production indicators of any group uniting people are inextricably linked with the leader's knowledge, organizational skills, professional training, as well as his spirituality.

The morale of the leading personnel increases labor productivity in each labor team, strengthens team morale, improves the qualities of people in the workplace, such as national harmony and religious tolerance, and creates conditions for the harmony of the interests of team members, the harmony of personal interests with the interests of the Motherland and the interests of the people. The priority of spiritual and moral qualities in the management activities of the leading personnel prepares the ground for improving the moral image of the team members, for example, strengthening the national ideological immunity in their thinking, ensuring the cohesion of the members of the society, making them healthy from the spiritual and physical aspects, ensuring the activities against threats to democratic development and national development.

In general, the approach to the process of spiritual development of a person, including the spiritual growth of leading personnel, is characterized by the fact that in such a process, as a result of continuous spiritual improvement, each person acquires the ability to transfer his spiritual experience to others. This, in turn, creates opportunities for not only the individual, but also those around him to show his identity as a subject of activity. As a result of the continuous spiritual improvement of each individual, as a result of which his spiritual experience is manifested among others, the processes of mutual cooperation and cooperation of the members of the labor team begin. This state is considered the highest level of spiritual development of a person, and it can be expressed as reaching spiritual "acme" in the modern language of science.

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