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Akhmad Danish's Views on Selection and Organization Managerial Staff

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Annotation: this article is devoted to the study of the scientific heritage of the scholar Akhmad Danish, who has lived and worked in the second half of the 19th century, in the preparation and selection of managerial staff. The scholar has developed the concept of ethics for leadership. The scientific heritage of Akhmad Danish serves to the leadership and management problems, and the successful solution of the issue of improving the training, retrieval and selection, retraining and professional development of the national professional staff.

Formulation of the problem. The attitude of national leadership to the cadres is reflected in the scientific and spiritual heritage of our thinkers in Central Asia. Particularly Farabi (1, p. 186), Abu Raykhan Biruni (2, p. 468), Nizam-ul-mulk (10, p. 256), Amir Temur (3, p. 91), Alisher Navai (4, p. 267), Bobur (8, p. 368), Khusain Vaiz Kashifiy (11, p. 160), Muhammad bin Burkhanuddin (9, p. 32) and other scientists have left rich spiritual heritage. In this context, a consistent policy is being pursued in Uzbekistan based on recommendations and guidelines that have left our ancestors in training and retraining, retraining and improving management. Indeed, a detailed study of the history of politics in Uzbekistan and the advancement of political doctrines is not only scientific and spiritual, but also educational and practical.

The role of the leader in the development of a democratic state and civil society is immense. Therefore, in the first days of independence, Uzbekistan has started the work of preparing professional, motivated, enthusiastic, national professional managers formed of professional culture and weltanschauung. As a result of studying our rich political heritage in this regard, it is necessary for the right and effective solution of today's problems related to the improvement of public administration, the erroneous and insufficient implementation of internal and foreign policy of our republic, training and selection of modern managers, elaborating recommendations and guidelines. In the development of society and its political environment, training, choosing and designing a leading position is of great importance.

Analysis of latest researches and publications. Investigating the scientific heritage of our ancestors in managerial and leadership capacities will have a positive impact on some of the priorities identified in this area. The scientific heritage of the thinker, Akhmad Danish, who lived and worked directly in the second half of the 19th century, is a valuable resource for the training and selection of leading cadres. The scholar studied the management experience of state rulers and developed the ethical concept of leadership, and described it in his book "Navodir ul Vaqoe" and other works. Akhmad Danish is also as a prominent public figure, a traditionist in government affairs, and a tradition of inheritance of government leaders in the palace, their inheritance from the father to their son or their relatives, and their inheritance through bribery, the infinite privileges of the thinkers a booklet on educating and managing

leaders. These works, reflecting the idea of an honest ruler, a fair leader written based on his experience gained through his own office, have not lost his reputation for centuries. Thus, today the scientist was able to create the forms of democratic state in our imagination and the political, philosophical essence of governance as we inherited them today. For example, the classification of an individual is in line with the immediate theoretical requirements of building a modern democratic society. Akhmad Danish says, "It is important to know that if a person checks himself with his conscience, he will be able to know whether he has found the right way or whether he has gone astray, is ill or languishing. If his goodness overcomes, he is happy; If his evil increases, such a person is unhappy. If the good and the evil are the same, then the torment and the salvation will be the same. So everyone has a certain kind of man. That is why everyone should be in constant movement and increase the number of good deeds when it comes to wrongdoing".

Explanation of the priorly unsettled parts of the general issue. Akhmad Danish believes that the head of the state, the military commanders, and the commanders of the convoy should have all the good qualities on which they are honest, correct, and trustworthy. Only then can they follow their commands. If the leader is immoral and unjust, then his commandments and decrees and various sermons will not affect the people. Even though he can use a whip, and use his force to intimidate his troops, in reality he will help the corrupt people.

The most important and most important aspect of the human world is the fact that leaders and government officials have the power to do justice and morality. Prior to the formation of the people's morality, the morality of the leader and the ruling elite needs to be corrected. Because the ethical morality is influenced not only in a city but also in one particular region, or even across the entire zones. And the mischief of the leader is also the cause of the demise of the whole nation. It was therefore necessary to write a book, which would be a guide to leaders and statesmen. Let leaders and government officials use these books, so that other people who love the truth may also be able to contribute to it (5, p 38-39). As you know, being a leader is one of the greatest things in the world of life. In that case, he can do so only with the knowledge and conduct of the leader.

Akhmad Danish writes that the people who benefit from the people, mercy and kindness reach a great extent. In particular, there is no more government than the government. For, the hadith says: "The justice of the righteous king is more than sixty years' fasts and more than his prayers." Another hadith states: "The one who is closest to Allah and the Most Merciful is a just and honest king". It is doubtful that his hour of one hour would be left over to the wrath of the god, and the whole nation, to the extent that it would be worthy of this great blessing and gratefulness to the people, and if they were to succumb to their desires (5, p. 40-41).

Let the employer examine the treachery of the great servants such as the governor and governor on the country and never forget them. Let the unlucky greedy wombs wear the sheep, and do not let them go (7, p 139). If the treachery of one of the servants is known, immediately punish him to be an example to others. Besides to that, let the high-ranking managers and public figures investigate their morals and use them in their own habitation and in their politics. The Leader should encourage all public officials, especially those who are around him, to be just and fair, without being content with his being just and just. Do not silence them at all kinds of their

cruelty. Those under his control are also responsible if they are silent on the persecution he leads. It is important to know that the worst enemies of his leader are his oppressive officials. Because they are thrown into the pit of destruction to satisfy their unwanted breath. Therefore, the most intelligent people love justice. Fully aware of the fact that they are aware of the reality of the matter.

Aim of our research is stipulated by the following criteria: The scholar claims that no one is wise, unless everyone understands leadership and authority as we are told. A person who is not good can never be righteous. That is, all good things are reasonable. The leader must be careful not to neglect others, but to be humble and selfish. If the manager's arrogance is plentiful, he will be frustrated with anger and irritability. It is well-known that the rationale is rising from the one who is angry, resulting in a great deal of regret. Therefore, the manager should be tough in every job and should not be too quick to do anything, especially in the face of anger, until he is angry. Let him know that if he is anxious and caring he will do the job of the prophets and the saints. If he does not do this with his anger and wrath, then he will act like wild animals and wranglers (5, p. 45).

Main body. Akhmad Danish in his book “Navodyr ul Vakoe” mentions that civil society and provinces should be built for building the state and kingdom. To do this, the country should be well-equipped and sufficient. Without it, no state can be saved. Without a military ruler, a treacherous soldier cannot live. If the people are not rich enough, the wealth of the treasure will not increase. Civil society will not exist unless the country is prosperous. The country's prosperity is due to the proximity of the mountains, the rapid flow of rivers, and the increase in springs and wells. The judges said that no one in the city would be able to stay in such a place unless there were five things in it: He should be a strong and just ruler. If the manager is tyranny or weak, the evil will be increased in the country, and neighboring governments will be raping her husband. Peace will upsurge from that place. Officers and administrators should be cautious. If they are tyrants, their rulers are just, the ruin of the land will be ruined, and the people of the country will be destroyed. If the master is silent about these things, he himself will be added to the wrongdoers himself. It is also important that the proud people should not be brought to the governing government, because the leader is in the hate of the people. The people will see good and bad things from the leaders. They curse their leaders, even when the rulers hate the country's elders. For example, if a person's commercial merits and his dignity are popular among the public, they should not be in public service. Because at every hour the customer does not have to keep up with the fact that his client is changing, and his behavior is influenced by the people and they do not believe it (5, p. 58).

Secretly inspect the Leader of the state, the pillars of the kingdom, and know of their good and bad deeds and their living conditions. If they do something that they do not know, they should not be hidden behind them. Let the Head of State respect the authorities and embassies around him. Let the emissary express his/her respect and dignity whenever his/her name is mentioned, even though he/she is hostile. This is the cause of reconciliation between the two parties (6, p. 61).

If the head of the state wishes to send an ambassador abroad, the ambassador he has sent to his heart should be thoroughly polite, sharp, loyal and gentle. In addition, let him say every word.

It is necessary for the ambassador to understand the people's religion and customs. The ambassadors are like the language of the leaders who sent them. Those who hear the softness of their tongue will soften their hearts. The leader should not hurt anyone without any reason, because he has elevated him to this magnificent level of peace and freedom. As the manager harms them, the job would turn against them. Be guided by the leadership of the people during leadership, let alone be embarrassed when it comes to leadership. If a leader seeks justice for the people, he should be aware of the right of citizens to have them, and put each one in their place. Secondly, let the people do their best. Let the employer do what he does not want to do and do not deserve the manager. Often people go to work that is not worthy of their own, and then they cannot finish it, and they are deprived of their jobs. The Leader should consider weight and endurance in all his affairs. Do not get tired of any storm.

Conclusion and recommendations. The head of the state must hand over the important works of the state to reliable, experienced people. Avoid unreliable people. He mentions “Because people in the country are not reliable in every job, state secrets are not well maintained. If those people who are close to the leader are bad, and the leader takes into account their words, such people will not be afraid to kill the people and lead them away” (5, p. 71). However, according to the customs of the universe, one can not reach to the top at once, and the person who wants to go on the stairs rises up the stairs to the higher stairs, then climbs onto the roof. The person who wishes to lead such a man must first serve them as a naval officer. Alternatively, a person who wants to be a ruler of a city must first start working as a head of a village. Then slowly rise to higher levels. When the State and the country pass into the hands of innocent and unworthy persons, judges, presidents, uneducated and illiterate people, if they are fraudulent and disloyal, then they are for office and rank. The savvy scholars do not deserve to be called to rank or titles. Because the illiterate, unworthy people of the state are worthy of the rational people and do not understand. As a result, rationals allow them to deviate from themselves and not to interfere. They do not agree to serve such bumps. If he is uneducated, and he has no ability to lead his affairs, yet he strives to reach high positions, he does not want to do his job as a result of his own situation, and if he considers himself to be unable to do so, he will be called ignorant and ignorant. Those who have acute language, open-mindedness, deep thought, and intelligence deserve the ministry. Those who demand judgment and presidency must be educated, intelligent and knowledgeable in their knowledge of fatwa and jurisprudence. These traits to such people are replaced by their work and career. Maybe it is a profession and a profession that can benefit the people without sacrificing their lives. If the head of state is overwhelmed by the will of the people, the morals of the people will be violated and nobody will come to the ruler and will hit the government. Unless they pay the State's taxes, they do not give the titles in time. As a result, things are reversed. That's why the command to do good is in the power of returning evil, and it is politically motivated for the benefit of the people (5, p. 125).

In conclusion, it can be said that the scientific heritage of the scholar, Akhmad Danish, contributes to the leadership and management problems, and to a positive solution to the issue of improving the training, retrieval, retraining and professional development of national professional staff.

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