

## Development Of Management Competencies In Students

Sh.A. Aripova

Independent researcher of Tashkent State University of Economics

Tashkent, Uzbekistan

**Abstract.** The increasingly fierce competition in the labor market requires a modern specialist not only to have specialized knowledge, skills, and experience but also to demonstrate certain social qualities. A specialist is considered a representative of a work team, a micro- or macro-group. According to modern requirements, a specialist must be able to present themselves as an organizer, initiator, and leader in their professional activities. At the same time, they must not only positively influence their colleagues and group members with their positive qualities but also possess the skills to manage them. Furthermore, the relevance of managerial competencies is heightened by the specialist's potential future role as a leader. The article discusses the essence of the concept of "management competence", its theoretical description, as well as the qualities reflected in its foundation.

**Keywords:** approach, individualized approach, student, management, competence, managerial competence.

### INTRODUCTION

Before discussing the development of management competencies in students and taking into account their individual characteristics in this process, it is appropriate to talk about the essence of the concept of "management competence" and the qualities of a person that are reflected in management competencies.

The concept of "competence" was first used in the 70s of the last century in connection with the problem of determining the qualities of a specialist who will achieve success in the business sphere. Initially, the concept of "competence" was used in contrast to professional knowledge and skills and was seen as an independent, universal structural basis of any professional activity.

Another point is that when we talk about management, in many cases the economic system and its state are taken into account. That is, "regulation and direction of the economic state of an economic object; management, organization, etc." [16, - pp. 344-345].

Indeed, the concept of "management" basically means to manage, organize or organize. However, the functional possibilities of the concept are not limited to this. In more detail, management is based on the task of setting goals, designing, planning, organizing actions (activities) in a certain sequence (step by step), influencing, controlling, analyzing and evaluating results, and generalizing.

The term "competence" instead of the concept of "knowledge" was first used in Europe in 1989 in a document entitled "Education and Competence in Europe", which explained the essence of the international "Round Table" conference of industrialists.

This document states that, despite the fact that "training and preparing personnel is the most important strategic investment that determines the future success of the enterprise," "the lack of sufficient understanding of the essence of such concepts as practical economic activity and income among specialists" [14] requires the development of competence qualities in them.

In many cases, the concepts of “competence” and “competence” are understood as synonyms.

The concepts of “competence” and “competence” were first used in the pedagogical lexicon in 1957, and their introduction into language use was associated with a problem that arose in the US education system - a sharp decrease in students' interest, need and desire to study and gain knowledge [10, - p. 206].

Competence is the ability of a person to organize a certain activity, the right to organize it [3, - p. 19]; a set of personal and business qualities consisting of knowledge, skills and qualifications that allow a specialist to effectively perform his/her assigned tasks and achieve high results [1]; an ability consisting of not only knowledge, but also skills, qualifications, experience and personal qualities required for successful work in a given field [6].

Based on theoretical analysis and the above definitions, it can be said that competence is the ability to rationally, systematically and successfully perform one or another action in any activity on the basis of knowledge, skills, qualifications and experience. The sum of several competencies ensures the manifestation of the appropriate competence in a person or specialist.

According to the dictionary interpretation, the concept of “competence” (English “competence” - ability) means “the effective use of theoretical knowledge in activity, the ability to demonstrate a high level of professional skills, abilities and talents [11, - p. 4]; “the readiness of a person to work in a certain field as a result of mastering theoretical and practical knowledge in it, the possession of knowledge and authority in the relevant field” [15, - p. 19]; “the possession of relevant competencies that express the personal attitude of a specialist to professional activity” [8].

Based on familiarization with the content, leading ideas and results of research on the problem of the

competence of a specialist or person and its development, it can be said that competence is a set of several competencies that guarantee the full achievement of the goal of the activity.

Accordingly, the concept of “competence” can be explained as follows: competence is the possession of a set of competencies that serve to ensure that a person or specialist achieves the intended goal in organizing a certain social or professional activity, fully fulfills the tasks assigned to him, and achieves high efficiency in the relevant process.

The essence of the concept of “management competence” is also explained in different ways in the sources. That is, management competence is a harmonious combination of professional and personal-performance skills necessary for the effective performance of certain tasks [12]; the harmony of skills that allows a manager to manage employees, resources, and processes occurring within the organization [5]. Although the explanations differ in some aspects in content, the content of the explanations presented reflects such concepts as professional and personal-performance skills, their harmony, management, and performance of tasks as the main supporting components. Relying on them, the leader achieves the expected success in management activities, the efficiency of the organization's activities and production processes increases.

It should also be noted that management competencies are a quality and ability inherent not only in the leader, but also in responsible or non-responsible, but socially active employees who lead the team and set themselves the goal of ensuring the success of collective activities.

At the same time, the leader's possession of management competencies is "an important, necessary tool available to him, with the help of which the leader makes decisions on the development of the organization, labor or creative team, improves the professional skills of

employees, develops programs for development and additional training for professional development" [9].

Researcher, coach (English "coach" - a specialist who helps subjects achieve their personal and professional goals) [7] Alexander Friedman divides management competencies into the following three groups: enabling competencies (helping to ensure increased clarity in the actions of a leader or responsible person; for example, developing decisions or management plans); administrative competencies (influencing the activities of the team and the actions of teammates; for example, monitoring and controlling); leadership competencies (influencing the consciousness and thinking (thoughts and views) of teammates; for example, managing the emotions and interactions of teammates) [13].

Leadership, strategic thinking, planning and organization, decision-making on important issues: technological, technical, communicative and teamwork competencies, as well as economic and financial thinking, organization, personal effectiveness, constant research [2], the ability to take responsibility; fulfillment of obligations and time control are the most important qualities inherent in a leader or responsible, socially active person.

Also, the set of management competencies reflects many more qualities. They are: "the ability to assess the importance of organizing effective communication in a team; the ability to distinguish between forms of business communication and their goals; the ability to effectively receive and transmit information; the ability to communicate non-verbally (without words, facial and eye expressions (mimicry) and body, hand, foot movements); the ability to ask questions and effectively manage a conversation; the ability to actively and attentively listen to the interlocutor; experience in preventing conflict situations and

resolving them rationally; the ability to organize highly effective team meetings and discussions [4]. In the context of globalization, the modern person's possession of management competencies, along with personal and professional qualities, is of particular relevance. Therefore, a person with management competencies can not only influence others, but also quickly adapt to dramatic changes. Thus, according to its theoretical content, management competencies are qualities and abilities inherent in leaders, managers or non-managerial, but socially active individuals and employees, the possession of which sets the goal of ensuring the success of activities in collective activities or processes and ensures its achievement. The manifestation of management competencies in leaders, managers and socially active individuals creates conditions for the team to withstand strong competition in the international and local labor market, to operate effectively, to make successful decisions, and to inspire the team.

In our opinion, management competence is the possession by a leader, responsible or socially active person of a set of knowledge, skills, experience and personal qualities that ensure the success of management activities (processes) aimed at fully realizing the goals of the relevant organization and labor or creative team, achieving the expected efficiency. The possession of management competencies by a leader, responsible and socially active person serves to create the necessary conditions for the team to withstand strong competition in the international and local labor market, to operate effectively, make successful decisions, and inspire the team.

#### **References:**

1. Baturina K. Competencies of an employee: what they are and how to assess their level // <https://spectrumdata.ru/blog/proverka-soiskatelya/kompetentsii-sotrudnika-chto-eto-takoe-i-kak-otsenit-ikh-uroven>.

2. Berseneva I. Important skills of a successful leader // <https://premiummanagement.com/blog/kompetenci-i-rukovoditelja>.
3. Innazarov M.A. Technologies for diagnosing and evaluating the professional competencies of teaching staff in the system of advanced training: PhD thesis in Pedagogical Sciences – Tashkent: 2018. – p. 19.
4. Key managerial competencies of a leader in times of change // <https://spectrumdata.ru/blog/proverka-soiskatelya/osnovnye-kompetentsii-rukovoditelya-i-upravlencheskie-navyki>.
5. Competencies of a leader for effective management // <https://factor-prodazh.ru/blog/kompetencii-rukovoditelya-dlya-effektivnogo-upravleniya>.
6. Competence // <https://4brain.ru/vocabulary.php?word=1097>.
7. Who is a coach // <https://skillbox.ru/media/business/kto-takoy-kouch-chem-on-zanimaetsya-i-kak-nayti-khoroshego-koucha>.
8. On “competence” and “competency” in education // <http://www.niro.nnov.ru/?id=980>.
9. Key managerial competencies of a leader in 2024 // <https://formatta.ru/blog/upravlencheskie-kompetencii>.
10. Pankova T.V. Essence, content, and structure of information and communication competence of university students // Scientific-methodical e-journal “Concept”. – Moscow: 2013. – Vol. 4. – p. 206.
11. Pedagogical competence and creativity fundamentals / N. Muslimov, M. Usmonboyeva, D. Sayfurov, A. Turaev. – Tashkent: PCQT MO Network Center at the Nizami TDP University, 2015. – p. 4.
12. Managerial competencies: assessment and development // <https://www.startexam.ru/journal/likbez/upravlencheskie-kompetentsii-otsenka-i-razvitiye>.
13. Friedman A. About managerial competencies // <https://www.asfridman.com/blog/zametki/pro-upravlencheskie-kompetencii>.
14. What are “competencies” // <https://dzen.ru/a/XnZuyHcuuhfy1dOJ>.
15. Eshmamotov I.A. Developing the information and communication competencies of teachers in the modern information technology environment: PhD thesis in Pedagogical Sciences – Samarkand: 2018. – p. 19.
16. Explanatory Dictionary of the Uzbek Language. Volume 1. A-D / Edited by A. Madvaliev. Editorial board: E. Begmatov and others. – Tashkent: “Uzbekistan National Encyclopedia” State Scientific Publishing House, 2006. – pp. 344-345.
17. Sadikova, S., & Azamatova, D. (2022). PEDAGOGICAL INNOVATION CLUSTER OF ACTIVITY OF CENTERS IN PRESCHOOL EDUCATION. Science and Innovation, 1(7), 1138-1143.
18. Nasreddinova, K., & Sadikova, S. (2022). FEATURES OF THE DEVELOPMENT OF PRESCHOOL CHILDREN IN A BILINGUAL ENVIRONMENT. Science and innovation, 1(B7), 1440-1444.
19. Sadikova, S. A., Yakubova, Z. Z., Kayumova, D. N., Khalilova, D. F., & Kamalova, G. A. (2023). Preparing Children for Social Activity in Preschool Educational Organizations-Pedagogical Need. Journal of Advanced Zoology, 44, 1777-1784.
20. Sodiqova, S., & Yakubova, Z. (2022). O ‘QUV MASHG ‘ULOTLARINING TALABALARNI IJTIMOIIY-PEDAGOGIK FAOLIYATGA TAYYORLASHDAGI O ‘RNI. Science and innovation, 1(B7), 855-859.
21. Yakubova, Z. Z. (2022, October). MAKTABGACHA TA’LIM TASHKILOTIDA BOLANING RIVOJLANISHI VA TARBIYASIGA PROFESSIONAL YORDAM

KO 'RSATISHDA OILA, MAHALLA VA MAKTAB BILAN HAMKORLIK ISHLARI. In INTERNATIONAL CONFERENCES (Vol. 1, No. 8, pp. 68-73).

22. Yakubova, Z. Z. (2023). MILLIY TARBIYA ASOSIDA BOLA SHAXSINI RIVOJLANTIRISHDA OILA, MAXALLA VA MAKTABGACHA TA'LIM TASHKILOTLAR HAMKORLIGI. GOLDEN BRAIN, 1(15), 141-147.

23. Yakubova, Z. Z. (2023). NATIONAL VALUES OF PRESCHOOL CHILDREN BASICALLY FORMING EDUCATIONAL AND MORAL QUALITIES. European International Journal of Pedagogics, 3(01), 51-55.

24. Akhmedova, M. T., Narmetova, Y. K., Nurmatova, I. T., & Malikova, D. U. K. (2022). Communicative competence formation in future teachers based on an integrated approach. International Journal of Multicultural and Multireligious Understanding, 9(4), 54-60.

25. Toxtasinovna, N. I. (2024). Musiqa Tinglash Faoliyati Asosida Katta Maktabgacha Yoshdagi Bolalarda Ijodiy Tasavvurini Rivojlantirish. Лучшие интеллектуальные исследования, 17(2), 155-158.

26.1. Ergasheva, B. (2022). TALABALARINING PEDAGOGIK MODERINIZATSIYA SHAROITIDA KASBIY TAYYORGARLIGINI TAKOMILLASHTIRISH. Science and innovation, 1(B7), 401-405.

27.2. Barno, E. (2023). O'ZBEKISTONDA MAKTABGACHA TALIM MUASSASALARINING ZAMONAVIY TIZIMI. Research Focus International Scientific Journal, 2(3), 103-105.

28.3. Ergasheva, B., Maxmudova, D., & Ramozonova, B. (2023). TECHNOLOGIES OF PREPARING FUTURE TEACHERS FOR PROFESSIONAL ACTIVITY ON THE BASE OF

A COMPETENT APPROACH. MODERN SCIENCE AND RESEARCH, 2(10), 118–122.

29. Ergasheva Barno Ziyavitdin qizi. (2022). KOMPETENSIYAVIY YONDASHUV ASOSIDA BO'LAJAK TARBIYACHILARNI KASBIY FAOLIYATGA TAYYORLASH TEXNOLOGIYASI PEDAGOGIK MUAMMO SIFATIDA. QO'QON UNIVERSITETI XABARNOMASI, 5(5), 75–77.