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**SPECIFICITY OF DEVELOPMENT OF MANAGEMENT COMPETENCE IN UNIT
COMMANDERS**

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ABOUT ARTICLE

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Abstract: This article talks about the scientific and pedagogical improvement, development, development of the mechanics of training the management competence of division commanders. Management competence allows for the full self-expression of divisional commanders in the context of specific pedagogical activities.

INTRODUCTION

One of the pressing problems is stability in our country, social well-being, ensuring all the opportunities for the peaceful coexistence of the population and ensuring the strength of our entire territory, which, most importantly, achieved thanks to sovereignty, independence. The military reforms carried out today, all educational activities aimed at ensuring greater stability in our country, are aimed at the formation of the personality of a mature competent military officer.

On the occasion of the 31st anniversary of the establishment of the Armed Forces of the Republic of Uzbekistan, the Supreme Commander-in-chief of the Armed Forces of the Republic of Uzbekistan Shavkat Mirziyoyev said that "further improvement of the system of training of military education and youth in the spirit of military-patriotic, in the spirit of loyalty to our national self, The content of these ideas, which now will introduce a new approach and training methods even in higher military educational institutions, will once again confirm the relevance of the topic¹.

Before our Armed Forces is the most responsible task, that is, the task of protecting the independence of the most glorious homeland, its peace, the scourge of international terrorism and extremism.

¹ "Халқ сўзи" газетаси. 14.01.2023 йил.1-саҳфа.

In this regard, taking into account the presence of threats directed against the stability of the state, the division commander should be a competent person who understands their negative nature, can make the right decisions in non-standard situations, adheres to his duty and Oath, constantly surpasses the interests of the service and fulfills the task at his disposal.

In this regard, divisional commanders are constantly required to work tirelessly on their superiors, achieving a high level of fitness, both physically, mentally and professionally. This in turn emphasizes that the issue of educating managerial competence is relevant in the commander of each unit, especially cadets, sergeants and officers, who are serving in the military service in the ranks of our Armed Forces.

The command competency of the division commander is manifested in all directions of their activities. Therefore, today in division commanders, management requires all the components, principles, mechanisms, shaping of competency training.

After all, when it comes to educating the managerial competency of divisional commanders, it is first of all intended to form qualities of deep knowledge, competent skills, practical experience and high intellectual potential, strict Will and thorough training in the performance of one's military duty.

Kompetent - (lot. Competo-I deserve, I deserve, I achieve)-. Experience of his knowledge in one field or another².

Competency is the ability of an individual to successfully apply the knowledge, qualifications and skills acquired in a particular direction or specialty of education and the formed personal qualities in labor activity³.

The concepts of competence and competence mean more broadly than the concepts of knowledge, skills, competence. Because, they cover the individual's ability to think, character, elegance, worldview, volitional qualities in general.

Today, a number of studies have been carried out on the problems of determining the content of competency concepts and important components that are part of them, as well as their formation in various fields of activity, as well as development, including those of the maxalist scientists A.A. Shoyusupova, S.R. Kamalova covered the existence of the following types of competence according to the results of their research⁴:

- Behavioral (individual) competence
- Technical (professional) competence
- General competence
- Special competence
- Initial (porogovaya) competence

² “Ўзбекистон Миллий энциклопедияси” Давлат илмий нашриёти-2002й. 4-том 682-бет.

³ Б.Н.Алимов. Компетенциявий ёндашув-ўқувчиларнинг математик саводхонлиги ва маданиятини ошириш воситаси сифатида. // “Узлуксиз таълим” илмий-услубий журнал №1.Т.: -2015й 93-бет

⁴ А.А. Шююсупова, С.Р. Камалова “Малака ва компетенцияларни баҳолаш” Ўқув қўлланма Т.:ТошДШИ 2012й. 18 - 19 бетлар.

- Executive competence
- Differential competence

Behavior (individual) competence is understood as competence that characterizes the individuality of a person during the performance of his professional tasks. It includes interpersonal attitudes, the method of management (style), the ability to tax, issues focused on the acquisition of a goal. These are referred to as "soft demands" or "soft competencies".

Technical (professional) competence is understood as competence, which is directly related to the results of labor, standards for the fulfillment of professional obligations. These are referred to as "strict requirements" or "strict competencies".

General competence is competence that characterizes all people engaged in a particular profession. At the same time, it does not matter in which organization a person works or which position he occupies.

Special competence is understood to be competence needed to effectively fulfill specific professional obligations.

Initial competence is understood as the basis, base competencies necessary for the worker to perform the assigned professional tasks.

Executive competence is competence that determines the quality of the results achieved. According to Woodrow Ch., it is difficult to perceive the thought between initial and executive competencies, which will require a certain level of competence.

Differential competence is competence that helps to distinguish between efficient performers to one degree or another. Competency in this variety there will be models in which it is described how to behave during the performance of one or another professional task.

At the same time, there are such competencies that they serve as the basis for many professions and are used both in production and in social practice. The competencies listed above are examples of illuminating the qualities of a unit commander's managerial competence.

Currently, one of the most important tasks of division commanders is to create pedagogical conditions for the stabilization, development and step-by-step formation of professional knowledge of the individual content at hand.

In particular, the education of the professional competence of divisional commanders can also be manifested through pedagogical skills, hususan means the correspondence of the pedagogical skills of the divisional commander, pedagogical thinking and aspects related to their application in practice. It provides for the effective use of a wide range of experiments and the application of advanced technologies, on the basis of the requirements of the times, the continuous improvement of the professional, theoretical and practical knowledge of division commanders, the rules for the formation of managerial competence.

Management competence also allows unit commanders to acquire life skills in the process of organizing their professional activities. Unit commanders must be able to do the following during their professional activities:

- continuous improvement of his professional, theoretical and practical knowledge, constant expansion of his worldview, knowledge and experience, striving to master new knowledge, obtaining new information using information and communication technologies, learning advanced experiences;
- conscientious approach to the fulfillment of the duty of Service, Service to the motherland from the heart, preservation of our material and moral resources, respect for our national values;
- development of intellectual potential related to high professional qualifications and spiritual and moral qualities, logical thinking, sensitivity, elegance, observability, as well as knowledge;
- being a military man with extensive knowledge and high professional skills in all aspects, being able to independently make non-standard decisions on his own in emergency and tense conditions;
- the study of military art, the constant increase in their professional knowledge, that is, the use of scientific literature and public publications on Military Construction, military tactics and strategy, military management and professional etiquette in an independent way;
- to follow the alms in service relations, to fulfill military duties and obligations within the framework of the Universal Charter, to behave appropriately in public places, to control personal behavior;
- mastering foreign languages, foreign language in different genres (TV show, radio broadcast, announcements, news, etc.) to be able to hear audio and video texts and discuss their basic meaning by understanding; to understand by listening to any oral speech;
- refreshment spiritually and physically, cheerfulness, alertness, constant vigilance, tempering will, endurance in hard times, keeping secrets of Service and occupation;
- expanding the scope of thought, which allows independent decision-making in non-standard situations, which are very common in professional activities, as well as the analysis of the entire professional activity process.

CONCLUSION

In conclusion, the professional activity of division commanders at all branches is the formation of competency in officers, sergeants, cadets and soldiers and important components, mechanisms, principles that are part of them, as well as the creation of pedagogical conditions that help ensure the professional orientation of educational activity are important tasks for improving the educational system of higher military educational institutions and.

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