

A Functional Approach to the Leadership Management System Process

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Abstract: The article presents the scientifically based opinions of scientists and eminent persons in the field of functional approaches to various management systems and leadership processes.

Key words: Activity, management, process, time, function, goal, result, feature, social, object, control.

We cannot say that the activity of all systems, from the lowest to the highest link, meets the full demand during the period of developments in various fields, where changes and innovations are happening every second. The reason is that, regardless of the type, any activity that is being organized and launched should serve the interests of people first of all. It is known that some changes and social innovations do not justify themselves.

The main cause of social imbalance is the underdevelopment of the social management system, the inefficiency of social management, and the lack of mastering its theory and practice. [1:20]

Of course, the above thoughts are very appropriate. Sometimes, when analyzing the work done, it is observed that there is a lack of theoretical and practical experiences in some places. For example, the head of an organization makes a decision and fully entrusts its implementation to its employees, or vice versa. The effectiveness of any management process and activity depends on how it is organized and how it is approached.

At the beginning of 1920, on the initiative of P. M. Kerjensev, the League of Time was established. The league focused on:

- ✓ nextremely large number of irregularities in the organization of work;
- ✓ Spending a lot of time on useless things;
- ✓ Unreasonable distribution of functions in the management system; [2:33]

These aspects, which work to the detriment of the organization focused on the league, are still present in the activities of many organizations and leaders. Because the wrong use of only one management function, as already mentioned, leads to the derailment of time distribution and the disorder of labor productivity. Here, in order to avoid such situations, leaders need to enrich their theoretical and practical knowledge.

Management knowledge is considered to be a resource that reflects the needs of the time in many ways. The management process, on the one hand, ensures the integrity of the structure, and on the other hand, allows for its further improvement and development. Here, two main functions of management are distinguished: goal-oriented and organizational functions. Goal-oriented function directs the structure to the goal of further improvement. And the organizational function ensures the internal order of the structure in achieving the goal and the mutual compatibility between its various parts. [3:10] Each movement arises from the period and human needs and conditions, and it is classified as such. Management is a similar process. The only difference is that the control object expands depending on the type of control. But a positional and functional approach to the process is always characteristic. It is not for nothing that goal-

directing and organizational functions are mentioned first. First, a goal is set, and then the organizational functions leading to this goal are addressed. For example, factors such as decision-making, what to pay attention to in order to achieve the goal, and what to pay attention to in order to ensure execution are taken into account.

The above two main management functions are carried out through a series of tasks. For example, when performing a referral function, the activity includes:

- predicting the result;
- planning activities towards the goal;
- implementation motivations are included. [4:10]

Any leader should be able to think broadly and deeply, but also be agile and resourceful, active and ambitious. That's why we called leadership activity unity of thought and action. Thinking and action happen at the same time, the leader must think for himself, come to logical conclusions and start implementing them. [4:7] The leader must have sufficient worldview, knowledge, experience and skills about the system and structure he is leading. On the other hand, it is also necessary to be ambitious and sharp in all aspects. For example, it is very important to understand the role of each employee, to provide them with practical help when the occasion calls for it. It follows from this that the leader should have acquired economic and legal knowledge, which is closely related to his work, not a specific field, but should be able to use information technologies and know a foreign language. All of the above are very important factors for leaders in the development of management and achieving the intended result. Any leader, no matter how experienced and knowledgeable he is, should approach decision-making and decision-making with attention during his career. The opinion of the public, that is, members of the organization and employees, will be needed. The leader makes the final decision. But the intended goal and result will be the organization's, the team's. The above-mentioned tips to be given are called management tips in the management process.

This is very true, after setting a goal, the first thing to do is to develop a plan to achieve it. The main thing is that the result after achieving the goal should act as a motivation for the team. The qualitatively high result of work efficiency is the material or moral motivation given by the leader to his employees during the implementation of the task, as well as the overall positive atmosphere in the team. Of course, the formation of an overall positive environment depends on the personnel team and the leader and their functional styles.

The following special functions arise from the main functions of organization management:

- Goal setting function;
- Planning function;
- Control function;
- Political-legal function;
- Social function;
- Promotional function; [5:11;12]

We've talked a lot about functions in general. What is necessary and important for us here are political, legal and social functions. The fact is that these two functions are inextricably linked. The aforementioned community integrity and healthy environment depend on these two functions. The essence of both functions is related to the relationship between the leader and the employee and the organizational environment. For example, in both functions, it is emphasized that the members of the team can submit to each other or give orders only on the basis of authority.

A. Fayol, I. P. Volkov, Ye. S. Kuzmin, Y. N. Yemelyanov, G. Kuhns, S. Donnell and others summarized the 12 professional functions that a leader should perform:

1. to know;
2. forecasting;

3. designing;
4. formation of communicative-informational, communication relations;
5. motivation;
6. management;
7. organization;
8. teaching;
9. development;
10. assessment;
11. control;
12. correction [6:35;36]

Let's pay attention to the fact that the tariff is generally given when professional functions are listed. We will pay particular attention to the functions of knowledge, formation of communication links, and teaching. The term "knowledge" mainly refers to the in-depth knowledge of the organization's leaders and the ability to apply them in practice. Also, the level of awareness of the social environment in the community and the physical and mental condition of the employees is also relevant. The formation of communication links increases the characteristics of the organization's internal and external position. It serves for the expansion of foreign relations and the increase of partners. In turn, it increases the scientific and practical potential of the organization. As a result, it allows to train employees and improve their knowledge and experience. The increase in practical and scientific experience of employees leads to an increase in the quality of the organization.

Of course, not everyone has oratory skills, but a leader must learn to speak clearly, expressively and impressively, persuasively and persuasively.[7:59]

The public speaking skills of leaders are the most important factor. Oratory is being classified in a general sense. First of all, the culture of dealing determines the leader's image. Treatment not only determines the authority of leaders, but also the authority of the organization they lead. Because his character and outlook emerges through his behavior. And these serve for the development of the organization. Only a leader with excellent communication skills and excellent public speaking skills can unite the team and direct them towards a common goal.

The information needed and used in the management process is as follows:

- According to the object of management;
- Belonging to this subsystem or subsystem;
- According to the form of transmission (verbal and non-verbal);
- Variability over time;
- By transmission method;
- According to the transfer regime;
- By appointment;
- In the life cycle stage of the object;
- In relation to the subject control object[8:71]

In the systematic and functional organization of the management process and during the activity, the necessary information is provided. Subjectively, all leaders must be aware of this information. Sufficient knowledge of information about the object of management ensures the effective transition of management activities. The fact that the leader knows the internal and external information of the system he leads from the bottom to the top determines the good service of the social, political-legal and control functions.

In short, the set of main actions and scientific-practical works that determine the place of each young leader and the organization's workers in the organization, which serves as a school of experience for them, is their functional approach to their task.

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