
Public administration in modern Uzbekistan.

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Abstract. The growing dynamics of threats and challenges at the turn of the century demanded fundamentally new qualities and skills from professional civil servants and leaders. First of all, they should be armed with fundamental knowledge in the field of politics, management, conflict resolution, political analysis, decision-making theory, and social forecasting. In addition, to be fluent in modern methods and means of public administration, to have creative thinking and the ability to innovate, allowing to overcome the social and organizational inertia of bureaucratic structures.

Keywords *state bodies, management activities, communication and motivation of civil servants, professional development of civil servants.*

Responses to political and economic challenges are associated with the construction of a management model with significant mobilization potential and high adaptive capabilities. Against the backdrop of global political and economic instability, the problems of the effectiveness of public administration, on the one hand, and the effectiveness of its reform in order to optimize national development, on the other, have become a priority for many countries of the world, including Uzbekistan. Knowledge of the criteria for the effectiveness of both public administration itself and its reform will allow reaching a new level of understanding of administrative policy, will allow predicting trends in global and domestic political processes.

The challenges facing modern Uzbekistan determine public administration as a dynamic system capable of adapting the institutions of state power and, above all, the executive, to the rapidly changing needs of society in the process of structural reforms. Identification of ways and means to improve the efficiency of reforming the state actualizes the topic of the study.

The purpose of the study is to identify the content of reforming the public administration of modern Uzbekistan.

In accordance with the goal, the following tasks are being solved that determine the structure of the work:

- to identify the features of understanding public administration in modern political thought;
- to determine the specifics of reforming public administration in the context of the transition to a post-industrial society;
- clarify the criteria for evaluating the effectiveness of modern public administration and administrative reforms;
- explore the vectors of public administration reform in the country;
- to reveal the features of reforming public administration in Uzbekistan at the present stage;
- to analyze the directions of reforming public administration at the regional level.

The object of the study is public administration at the present stage of development of society.

The subject of the study is the content of reforming the public administration of modern Uzbekistan.

Theoretical and methodological foundations of the work. The political changes that are taking place in modern Uzbekistan and are in many ways unique, create an urgent need to design a new management model that has a high mobilization and development potential. The basis of this model is the rethinking of the role and functions of the state and civil service, which is taking place in the course of modern administrative reforms. The result of the implementation of the new public administration should be an innovative and "efficient state".

The scientific novelty of the research is as follows:

- it is substantiated that in modern political science, public administration in the context of the transition to a post-industrial society is considered as a syncretism of the management of a state organization and population management;

- it is concluded that the reform of public administration in modern conditions is associated with the transition from the Weberian model of rational bureaucracy to the model of civil servants, which corresponds to the interests of the formation of a post-industrial society;

- it was revealed that the effectiveness of reforming public administration is determined by the degree of autonomy of citizens from bureaucratic red tape and arbitrariness in the process of receiving the services provided by the state;

- it was determined that in the 90s of the XX century in Uzbekistan there was an understanding of the vectors of reforming public administration, aimed at creating conditions for the transition to the model of civil servants by updating the Weberian model of rational bureaucracy;

- it has been proved that the formation of the state as a differentiated and non-holistic entity, the essence of which is the filling of traditional functions with "service" content, is characteristic of the current stage of public administration reform;

- it was revealed that the reform of public administration at the regional level is aimed at increasing the responsibility of regional state structures for the quality of services provided by the state authorities to the population.

The theoretical significance of the study lies in the fact that the main provisions of the study can contribute to the introduction into scientific circulation of new information about the effectiveness of reforming public administration in a situation of growing global financial crisis and outlining the possibilities of using the acquired knowledge for a comprehensive study of public administration problems. The conclusions of the work can contribute to the deepening of theoretical ideas about the modern understanding of public administration and its role in periods of transformation of political systems.

The practical significance of the study lies in the fact that the results obtained in the work can be useful to public authorities, local governments, public organizations in political practice in the development and adjustment of political and managerial decisions to strengthen statehood, identify new trends and tasks for the further democratic development of modern Uzbek states.

The research materials can become the basis for the construction of specialized training courses in the field of political science, the theory of public administration. The research materials can be used when reading special courses in the specialties "Political Science", "State and Municipal Administration".

The main thing in the management of the future is the adaptation of the management mechanism to changes in the conditions of management, the dynamics of the development of society and the needs of people. Management resources (authorities, personnel, finance, information support) should become the most important material base of state administration. The effectiveness of management depends on this. Efficiency is a qualitative indicator of management. So, we can summarize: in the current conditions of the formation of a strong, capable democratic state in Uzbekistan, the stability

of society and the sustainable development of the economy are impossible without the broad support of the population, without its social consolidation. To achieve the normal functioning of state institutions without ensuring the well-being and decent life of citizens, which is a condition for the development of democracy and the formation of civil society.

Conclusion.

Public administration is a kind of social administration. This is the impact on the whole society with the aim of streamlining, organizing, improving and stable development. This goal-setting impact has the realization of public needs, interests and problems. The art of public administration lies in the fact that from the set of goals those that can be realized are selected. If earlier political management was identified with the state, today it stands out as an independent category of political science, which is associated with the politicization of public administration and global processes.

In the context of globalization, many states are undergoing radical qualitative changes. Contrary to the withering away, the role of the state is being strengthened, it is becoming strong thanks to its social policy, protection and redistribution of income, and the solution of global problems.

Along with the traditional ones, the state acquires new functions: innovative, strategic, balancing the interests of the outgoing, dominant and future generations, maintaining ecological balance. In modern conditions, in the era of the information society, the system that closes the way to the top for talents and abilities (or at least puts obstacles on this way, does not open the doors of social mobility wide enough) is doomed. In our era, the ability to innovate, to think outside the box, to solve problems in an original way, many of which are fundamentally new for humanity, are of great, sometimes decisive importance.

Many countries are oriented towards a partial or more radical restructuring of the system of government, which suggests that administrative reforms were a common need, although at different times and with different intensity. The economic approach to public administration and civil service has become the dominant policy of their reform. The problem of efficiency in all its forms - economic, social, organizational - was placed at the center of the reforms. If we characterize the directions of general changes in public administration, which found expression in managerial reform, then all of them can be characterized as the introduction of market mechanisms, institutions and attitudes into the organization and activities of the modern state.

In modern conditions, the formation of a strong, capable democratic state in Uzbekistan, the stability of society and the sustainable development of the economy is impossible without the broad support of the population, without its social consolidation. To achieve the normal functioning of state institutions without ensuring the well-being and decent life of citizens, which is a condition for the development of democracy and the formation of civil society.

In addition to the indicated features, there are also various factors that everywhere and at all times make the dynamic process of development of the theory of scientific management of society inevitable. The relevance of the scientific substantiation of managerial decisions is associated with their multivariance, with the need to solve the most complex complex problems that require the linkage and interaction of different spheres and various processes of social life. The essence of the state is a kind of symbiosis of theory and practice, the science and art of regulating and organizing social processes, streamlining social relations, and solving publicly significant cases.

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