ANALYSIS OF SOCIOLOGICAL THEORIES ON PUBLIC SERVICE

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Abstract: *The stages of development of the civil service have been a constant object of research by Western and Eastern sociologists. After all, the development of the civil service is closely related to the development of the country. This article presents an analysis of sociological research and theories of Eastern scientists regarding public service. The reforms being implemented today in the state civil service in the Republic of Uzbekistan are also analyzed.*

Key words: *public service, managerial personnel, Eastern thinkers, "social society", sociology of modern management.*

INTRODUCTION

New Uzbekistan has a new civil service system. In the last 7 years, the organizational, structural and content aspects of this system have begun to be proportionally applied in all aspects of state and public life.

If we turn to the works of Eastern and Western thinkers when analyzing the history of the sociological development of the civil service, then one of the great thinkers who left a bright mark on the Eastern school of sociology is Abu Zayd Abdurahman ibn Khaldun. Ibn Khaldun in his work "Muqaddima" tried to determine the basic essence and issues of historical science and social development. In the work "Muqaddimah" he devotes the main topic to "socialism" and develops the thoughts of Farabi, Ibn Sina, Ibn Rushd on this issue.

Ibn Khaldun emphasizes that "socialism" is inextricably linked with the state. Just as it is impossible to imagine a state without "sociality," so it is impossible to imagine "sociality" without a state, i.e., he says that since the state and property are monands (necessary) for "sociality," then any "form" is also monad for the material" [5, vol. 46]. It is known that the basis of any sociality is correct social relations. In particular, these relations are organized by members of society and social institutions. The proper organization of these social institutions ensures the well-being of society. We can observe this approach in the example of current government policy in our country. After gaining independence, fundamental reforms were carried out in our country aimed at building a "strong state", and today we have maintained our independence, have our own army and are becoming a strong country among the countries of Central Asia.

Main Part

Now the construction of a "social state" in my country is being carried out at a rapid pace. The practical result of this was the Decree of the President of the Republic of Uzbekistan dated January 17, 2019 No. PF-5633 "On measures to further improve the system of working with population problems" [2]. Also, in order to be closer to the population, in order to study the problems of each citizen and solve them individually, by Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated March 19, 2021 No. 152 on the implementation of "Mahallabay" "On the system of work and measures to further support the entrepreneurial initiative of the population[3] The decision was made. In each microdistrict, various issues, such as registration of needy residents, financial assistance, subsidies and housing loans, are resolved collectively in the microdistrict itself, without contacting district and regional departments. This ongoing welfare state policy increases public confidence in public administration, the state and the public civil service.

Sociological study of the state and society in Movarunnahr by the great thinker Al-Farabi [8, p.58]. From his works we can conclude that the basis of a "real state" is made up of three things: a virtuous society, a

fair system of government and a fair leader. The harmony of these three foundations ensures the fulfillment of the tasks assigned to it. a country.

Farobi argues that every society has a system of government. Farobi also spoke about paying special attention to the personal qualities of the leader who is involved in governing the country. Because any society and government - leadership is subject to laws, is formed from them and is based on them [10, p. 100]. In this regard, he put forward the following demands:

- be healthy in all respects to perform the duties assigned to him;
- sensitive by nature, quickly catching the words of the interlocutor;
- have a good memory, remember what you understood, saw, heard, perceived and do not forget all the details;
- his mind is sharp, intelligent, and as soon as he notices the signs of any thing, he understands what it points to;
- knows how to express his thoughts in beautiful words;
- desire for education, knowledge and enlightenment, thirst for knowledge;
- lack of entertainment;
- respects the truth, righteous and righteous people, hates lies and liars;
- to be a person who knows his worth and is noble, striving for the great and lofty;
- wealth does not pursue peace;
- be a patriot by nature, equally fair to everyone; It is necessary to call on everyone to justice, to hate injustice, oppression, misfortune and oppressors, to show determination in the performance of duty, to be courageous, to be brave, and not to allow cowardice and hesitation.

In fact, the analysis of Farobi's sociological observations has not lost its relevance today. The management process was further improved by the requirements for the above-mentioned manager. As a practical result of this theory, as defined in Article 42 of the Law of the Republic of Uzbekistan No. LRU-788 of August 8, 2022 “On the State Civil Service” [1], the goal of continuous improvement of professional competence is set. for a civil servant to function effectively is to create conditions for the acquisition of the necessary knowledge, skills and qualifications. Also, the level of professional competence of a civil servant is regularly assessed by the government body through information systems that allow determining the level of his knowledge, skills and qualifications. Retraining, advanced training and independent education. The organization of the educational process is organized for the purpose of constantly improving the professional competence of civil servants, acquiring skills and qualifications. The practical result of the sociological theory presented by Farobi, aimed at developing the personality, knowledge and competencies of a leader, is shown.

Today, sociologists in our country are conducting a number of scientific studies on the study of public service, in particular, as stated in the book of Doctor of Sociological Sciences, Professor M. Bekmurodov “Sociology of Modern Management”, the state does not fulfill its tasks by strengthening power, but, on the contrary, by expanding democratic factors and expansion of the people must be carried out through broad public involvement in governance processes. It is known that if the thinking and political level of citizens are compatible with the pace of democratic transformations, the ground is created for the democratization of governance. This is why our society needs to understand and decide to deepen democratic changes and a new democratic process and implement them. In this regard, the role of neighborhoods, which are the main link of society, and the formation of self-government procedures are of great importance [2, pp. 130-132].

Sociologist A.Zh. Kholbekov describes public service as a type of professional activity carried out in connection with ensuring the execution of the powers of state bodies [10, pp. 34-35]. Also of great importance in identifying, analyzing and finding optimal solutions to problems arising today through

information technology is the theory of Sh.M. Sodikov on improving the methods of “Digital Sociology” in the organization of public service. Indeed, nowadays it is becoming popular for many applicants to send their applications mainly through social networks.

Conclusion

In conclusion, analyzing the theories presented, we can define the public service as follows: “The public service is a system consisting of properly selected workers that fulfills the goals formulated for the development of the country and is aimed at ensuring the satisfaction of citizens.” Improving this system and providing employees with sufficient knowledge and skills is one of the main tasks of today. Also, the theories of Eastern sociologists are the basis for creating a new Uzbek model..

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