Empirical Aspects Of The Application Of Spiritual Factors In The Formation Of The Professional Culture Of Executive Personnel

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Annotation. In this article, the formation of a compact state management system that meets modern requirements, the professional culture of leading personnel, the development of their spirituality, a modern leader as a person who is fully mature, mature, striving for reforms and changes, who fully possesses advanced information technologies and advanced management skills. he should be able to express himself. A modern leader should rely on the principle of justice with his personal example and high moral qualities, unite the head of the people, follow people, and be an ointment for their problems and worries. The author's opinions were formed based on the research of the moral and ethical criteria related to the problems of training a new generation of personnel, educated in the spirit of national and universal values, capable of solving complex and large-scale tasks in the way of modernizing our country and building a modern democratic society.

Keywords. professional culture of executive personnel, spiritual and moral criteria, maturity level of a person, ability, work, profession, creativity, cultural values, spiritual and moral characteristics.

Introduction: Studying the trend of development of spirituality in the system of professional culture of leading personnel is the supreme goal of our people, not to lag behind the countries that are progressing in world development today, and to walk side by side with them. Independence as a guarantee of spiritual and moral development of the society has a special place in increasing the importance of the spiritual factor in the system of professional culture of leaders. Especially, studying and analyzing this process from a political-empirical point of view serves to reveal the essence of the subject being studied[1]. Such an approach serves to analyze the political and sociological aspects of the moral image of the leading personnel in Uzbekistan, and helps to justify the fact that moral and moral factors take the leading place in the conditions of the renewal of society and the modernization of the country.

In addition, based on the results of studying the processes taking place in society through political-empirical analysis, it allows to study the state and development of spiritual and moral aspects in the activities of the leading personnel, to put forward concrete proposals, and to draw the necessary scientific conclusions regarding the determination of the political perspective. Spiritual factors occupy an important place in the system of professional culture of leading personnel. It can be

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[1] Masharipov, I. B. (2018). Transforming Civil Society in Transition Period and Its Certain Issues. *Eastern European Scientific Journal*

learned in different ways. It is known that political-empirical research is a unique method of collecting sociological materials of a political nature[2]. It makes it possible to determine the attitude of a particular region or society to real political issues by studying the socio-political problems existing in the society in a comprehensive, at the same time, holistically. Based on empirical research, it is possible to collect information on life and work activities and relationships of individuals or specialists in a certain field. Such research relies on methods such as survey, observation, experiment and document study. The essence of the socio-political problem under study is based on the theoretical knowledge, methods and requirements in the field of political sociology, in addition to relying on the views of the respondent in everyday life. Organization and implementation of empirical research in the society is called "study of public opinion", relying on the opinion of the population within the framework of a specific problem. Here, public opinion also appears as a unique indicator of the level of democracy in society.

So, to speak, public opinion is a mirror that accurately reflects the state of civil society. But we should note with regret that neither the study of public opinion nor its formation has been well established, and such an approach has not yet become a permanent feature of our political life." It is important to create.

If we look at the gradual development of the public opinion, our ancestors, in the early stages of human civilization, relied on the opinion of members of a group or tribe. Even in the Middle Ages, thinkers emphasized that paying attention to public opinion is a guarantee of social and political development of society. In fact, "If everyone had the same mindset, everyone would tend to pursue the same profession, and other professions would be marginalized. And this was the reason for the destruction of society"[3]. So, from those times, our great thinkers-scholars deeply understood the importance of this issue and paid special attention to it. In our time, political-sociological study of activities in the system of professional culture of leaders and making the necessary conclusions become more relevant.

Literature analysis. The development of the spiritual culture of the leading personnel is influenced not only by the attitude of the society, but also by the public opinion formed in a particular community.Public opinion in the community is a state of social consciousness that expresses the community's attitude to important events, events and facts, views on the role and importance of values.

The influence of public opinion is largely determined by the unanimity of opinions and views in a society, group or community. Personal opinion is not very important here. The organization of public opinion research begins with the creation of a research program, and it serves as a specific stage in the technological process of conducting empirical-sociological research[4]. The components of the program complement each other and are subordinated to the defined tasks in order to achieve a common goal in interdependence. It includes aspects such as justifying the relevance and essence of the research topic, putting forward scientific assumptions (hypothesis), in which areas to conduct a survey to collect sociological materials, and methods of mathematical calculation and analysis of

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[3] Машарипов, И. Б. (2022). Сиёсатшунсолик" фанини ўқитишда фуқаролик жамияти назарияси ривожланишининг айрим масалалари (хорижий давлатлар тажрибаси).

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the collected data. The program consists of theoretical-methodological and practical-methodical sections. The theoretical-methodological part includes the relevance, essence, research object, subject, goals and tasks, and scientific assumptions, while the practical-methodical part includes the methods of data collection, processing and analysis. Thus, political-empirical research should be carried out incorporating all the above-mentioned aspects. In this process, the program serves as a general plan within the scope of research and ensures its step-by-step implementation[5].

Before starting the analysis of this issue, it is necessary to emphasize that public opinion is of incomparable importance not only at the level of the state and society, but also in social institutions, especially in labor unions. At this point, we would like to think about two mechanisms of influence of public opinion on a leader: solidarity of leaders with their social group and interpersonal communication.

At the heart of the first mechanism lies the mutual comparison of the goals of the leader and the reference group. After all, the environment that surrounds a person (especially the labor team he manages) has a permanent and strong educational effect on his activity[6].

The second mechanism is manifested at the level of interpersonal communication. It is on this front that the power and influence of public opinion is manifested, certain functions are realized, and its demands are brought to the attention of the leading personnel. In the process of interpersonal communication, people interact with each other in order to achieve the goals of joint activity, exchange of experience and opinions takes place, the need to understand social reality is satisfied, and a common point of view is formed on current issues. Public opinion motivates the formation of the goals of the leading personnel in the direction of professional activity and interpersonal relations, creates an atmosphere of collective responsibility in solving tasks within the framework of public service[7].

For this, first of all, it is necessary to determine the main tasks of studying the socio-political aspects of the leadership personnel's spirituality and professional culture on an empirical basis. In this, personal values that determine the performance of professional activities take a leading place.

The values of professional activity can be imagined, on the one hand, as a certain ideal in general, and on the other hand, as the goals and effective methods of achieving the professional activity of the subject of activity. The professional experience of the subject of activity is embodied in these perceptions, and this subject makes decisions about his professional behavior based on them[8].

In order to analyze the political-empirical foundations of the values of professional activity, it is necessary to note the following aspects.

[5]Batirovich, M. I. (2024). FACTORS OF DEVELOPMENT PROCESSES OF SOCIO-POLITICAL BASES OF NGOS IN NEW UZBEKISTAN. INTERNATIONAL JOURNAL OF SOCIAL SCIENCE & INTERDISCIPLINARY RESEARCH ISSN: 2277-3630 Impact factor: 7.429, 13(01), 16-21.

[6] Masharipov, I. B. (2023). Relevance of civil society in the modern world, attitude and solutions. International Journal of Inclusive and Sustainable Education, 2(7),

[7]Masharipov, I. B. (2023). Governing bodies in the development of civil society: problems and solutions. EUROPEAN JOURNAL OF BUSINESS STARTUPS AND OPEN SOCIETY, 3(6), 1-7.

[8]Masharipov, I. B. (2024). Development Factors of Non-Governmental Organizations as Institutions of Civil Society. European Journal of Learning on History and Social Sciences, 1(2), 105-111.

1. The essence of professional political values is manifested by choosing goals and defining the subject of activity. This group of values allows a person to determine what is the most important aspect of professional activity and what is the purpose of his activity.

2. Professional behavior may vary depending on political values. The activities of employees and the ways to achieve the same goal can be different.

Political values related to professional activity can be studied based on the classification of needs. Four levels of needs related to professional values are divided into: the need for security, the need for communication, and the need for recognition by others. Analyzing the professional values of organizational development consultants, they can be divided into the following groups according to the purpose of their activity:

the first group - values related to the activities of leading personnel;

the second group - values related to responsibility for another person (client);

the third group - values related to responsibility for the results of the organization's work;

the fourth group - values related to the formation of the professional community;

the fifth group - values related to responsibility for the development of the state and society.

The need for communication is expressed in the pursuit of joint activity at the level of values, in the fact that mutual relations are of primary importance for leading personnel. Such communication can be manifested in the form of interactions with customers, colleagues and social connections[9].

The need for self-recognition is manifested in professional values, such as belonging to a certain professional activity, realizing the prestige of the profession.

The need to realize one's abilities is expressed in the values of realizing one's professional potential and opportunities, self-development.

Professional values related to responsibility for another person (client) are aimed at unconditional recognition of human dignity.

The third group of professional values can be divided into values expressed in the process of achieving certain results and the changes that have occurred in the activities of leading personnel.

The values associated with the formation of the professional community can be interpreted as the value of the emergence of a professional category of managers with their own culture, norms, traditions, values and expectations in society, and the value of high-level professional skills of public administration employees.

The value of achieving the development of the state and the prosperity of the society is reflected in the service of the leading personnel to the interests of the country. When interpreting different values in the professional field, they can be conditionally divided into two categories:

1. Striving to achieve specific goals and objectives (values such as gaining prestige, achieving a high material position, feeling a sense of spiritual satisfaction, maintaining one's position).

2. Striving to make some changes in one's work (values such as relentless research and tendency to creativity, active social communication, demonstrating one's ability in professional activity, achieving certain results).

It is known that values of professional activity gain meaning only when they become goals. Once a goal is set, each individual decides the direction and means of achieving it in accordance with their own values. Professional values are especially evident when choosing the means to achieve the goal.

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[9]Машарипов, И. (2022). Ўзини-ўзи бошқариш органлари-фуқаролик асосий меъзони. Общество и инновации, 3(5), 164-173.

Goals can be declarative, general, and not fully understood. And the means of achieving the goals are expressed in the actions that manifest the original values[10].

The study of the spiritual aspects of the professional culture of leading personnel on the basis of political-empirical methods requires the identification of research criteria. In the scientific literature, the problem of empirical evaluation criteria of spiritual culture is approached with different approaches and views. By summarizing these approaches and views, it is possible to include aspects such as determining the subject and direction of comparison among the criteria, taking into account the specific features of all forms of spirituality and spiritual activity, distinguishing spiritual culture from other types and forms of culture. When determining the level of spiritual culture, it is necessary to analyze from the lowest level of any of the elements that make it up. This requirement applies to the spiritual and cultural level of the individual as well as the social group and society[11].

Thus, from a sociological-empirical point of view, the professional culture of a leader can be interpreted as a feature that allows the subject of activity to achieve socially important results and self-improvement, to effectively implement management.

In acmeology, an activity characterized by a high level of management efficiency, aiming at positive socially important goals, serving the formation of a morally and morally competent leader is recognized as effective. At the same time, the specific results of the activity are its final product. These results may be unintended, unexpected, unnecessary, or even harmful. If the final result (one of the results) of the activity corresponds to the set goal to a certain extent, this activity is considered effective.

Thus, if professional activity is evaluated according to the criterion of efficiency, its spiritual aspect and the impact of spirituality on professional culture are determined by the empirical level of realization of the spirituality of civil servants in their professional activity. The following indicators are expressed in it:
• manifestation of spirituality in the process of professional activity (depending on the reliance of leading personnel on certain values);
• reflection of morale as a result of professional activity (depending on the striving of leading personnel to achieve a certain goal);
• is the striving for personal and professional development of the leading personnel.
In addition to the above-mentioned indicators, the following indicators can be used to conduct political empirical research: dividing the leadership into groups according to their aspirations; their attitude to values; goals of professional activity, the level of activity of education and independent study and improvement of knowledge.
As mentioned above, a person, as well as leading personnel, goes through several stages in the process of spiritual development. At each stage, the hierarchy of values of spiritual development is different, and methods and means are used to achieve the goals.

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[10]Masharipov Ikromjon Batirovich. (2024). POSITIVE FACTORS AFFECTING THE MORALE OF MODERN LEADERS: PROBLEMS AND SOLUTIONS. INTERNATIONAL JOURNAL OF SOCIAL SCIENCE & INTERDISCIPLINARY RESEARCH ISSN: 2277-3630 Impact Factor: 8.036, 13(03), 1–7.
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The developed criteria make it possible to define three levels of the formation of the professional culture of leading personnel:

First, the optimal level (the leader aims at such values as serving the state, protecting the interests of the population and employees, achieving high professional skills, striving to rise from the career ladder, continuous self-improvement during his career);

Second, the average level (leaders strive to achieve stability during their career, for this they try to get education and independent study and gain knowledge);

Thirdly, the lower level (leading personnel during their activities are targeted on the basis of personal and corporate interests, system of privileges, careerism, in which service to society and striving for self-improvement are not observed).

Consequently, the problem of actualizing the needs of leading personnel for spiritual development is of great importance. Below we will consider a set of necessary conditions and factors aimed at solving this issue. Today, due to the acceleration of the flow of information and rapid updating, every manager should be engaged in strengthening his knowledge in the field of his professional interests. According to the Russian researcher A.A. Derkach[12], "The content and level of special training of leading personnel should acquire a more rapid character, take into account the speed of social processes, the formation of a new model of public administration, the tasks and difficulties of providing personnel for the public service"[1]. The complexity of the empirical study of the phenomenon of spirituality is that it is impossible to create and use a single method to determine the level of spiritual culture of a person. There are no specific units of measurement for the study of spirituality. Therefore, an attempt is made to study and analyze this phenomenon based on relative criteria and using indirect indicators. For example, the regions of the republic were selected as the object of research, and the leaders serving in the management system at the level of the regions were addressed as expert-respondents. Each region has its own characteristics. This specificity differs from each other in terms of socio-economic, political, spiritual and cultural processes, even in territorially close regions. This situation is determined by economy, economic life, historical traditions, geographical location, natural resources, national-ethnic, ecological factors.

To solve the tasks set in the political-empirical research, the following methods are used:
1) Analysis of written documents.
2) Survey of experts using questionnaires.
3) Free interviews with experts.
4) Tests can be used.

The use of M. Rokich's approach to values and B. Bass's method of diagnosing personal goals in the test tests allows to clearly define the indicators of political content in relation to reality. Also, based on the information obtained through this method, it serves to advance certain opinions regarding the prospects of the studied political processes, to determine the goals and tasks of the near future[13].

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Summary

In conclusion, firstly, the process of political-empirical study of their spirituality in the system of professional culture of leading personnel has its own characteristics and is of great importance in the conditions of spiritual liberation and renewal of society. Secondly, in professional culture, the moral level of the leading personnel, organizational skills, the role of team members in ensuring national unity and harmony, the level of respect and trust towards him are clearly demonstrated in political-empirical research. Thirdly, the peculiarity of conducting political-empirical research within the studied topic is that the scientifically based conclusions and proposals based on it are based on life experience, as well as events and processes occurring in society. Fourthly, from the first years of independence, relying on public opinion was defined as the main criterion for determining the state of social and political processes in our country, which shows how important it is.

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