

VIEWS OF THE VAIZ KASHIFI ON MANAGEMENT

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Abstract

One of the Eastern scholars, Voiz Kashifi's ideas on governance, leadership, justice, and social organization were appreciated in his time and were used in textbooks for teaching in the education system. In particular, his books such as "Akhloqi Muhsini" and "Futuvvatnomai Sultani" contain profound views on leadership, managing people, etiquette, and moral standards. Kashifi advocated building governance on the basis of human qualities, wisdom, and justice, and emphasized honesty, hard work, and service to the people as responsibilities for leaders. The article attempts to shed light on the socio-political views of Voiz Kashifi. A famous orator and a high moralist in his time, Kashifi's socio-political views, which gave perfect advice and recommendations in his sermons, are also important for today's governance and can serve as a practical program in training leadership personnel. The position and role of the leader, the norms of his policy are reflected in Kashifi's views and are analyzed in the article in accordance with today's times. The positive and administrative views of Voiz Kashifi are considered in terms of their relevance to the requirements of the times in ensuring the effectiveness of practical management activities in the administrative management system in modern society.

Keywords: Development Strategy of Uzbekistan, public administration, administrative reforms, power, leadership, politics, officials, justice, globalization and information.

Introduction

Management and leadership issues have always been one of the main factors in the development of society. Great scholars who have emerged in our rich history have put forward unique ideas about the philosophy of management, the principles of justice and humanity. One of them is the scholar, thinker and orator of the 15th-16th centuries, Husayn Voiz Kashifi (1463-1532), who played an important role in his work, governance and moral values.

Voiz Kashifi's works such as "Akhloqi Muhsini" and "Futuvvatnomai sultaniy" contain valuable ideas about managing people, just governance, and building a virtuous society. His teachings emphasize the personal qualities of leaders, loyalty to the people, wisdom, and honesty. By studying this topic, we will not only analyze Voiz Kashifi's views on management, but also consider the connection of his ideas with modern leadership principles. Because true management is not only about holding power in your hands, but also about developing society on the basis of honesty, justice, and wisdom. Therefore, we will try to understand the significance of Voiz Kashifi's management philosophy in the past and today's world by deeply studying it. In recent years, Uzbekistan has been implementing wide-ranging reforms and fundamentally renewing the public administration system. The changes being implemented within the framework of the "New Uzbekistan" concept are aimed at modernizing the country's political, economic and social spheres. Decree No. 60 of the President of the Republic of Uzbekistan "On



the Development Strategy of the New Uzbekistan for 2022-2026” set new tasks aimed at improving the public administration system. The activities of assistants to district and city khokims and youth leaders on the development of entrepreneurship, employment and poverty reduction, introduced as a new institution in neighborhoods, have been effectively launched. At the same time, tasks were set to adapt the institutional framework of local government activities to the requirements of the time, introduce a compact, professional, fair, and highly effective public administration system, streamline administrative management and optimize work processes in the public administration system, further enhance the role of the Chambers of the Oliy Majlis and political parties, develop the "Electronic Government" system, increase the share of electronic government services from fifty-four percent to one hundred percent, and eliminate bureaucracy.

Research Method

At the same time, in order to ensure the timely and effective implementation of measures to create a compact and professional public administration system focused on efficiency in our country within the framework of the administrative reforms of New Uzbekistan, as well as to organize the activities of the executive authorities of the republic based on updated requirements and principles, the Resolution of the President of the Republic of Uzbekistan No. PQ-447 dated December 21, 2022 “On measures to effectively organize the activities of the executive authorities of the republic within the framework of the administrative reforms of New Uzbekistan” and the Resolution of the President of the Republic of Uzbekistan No. PQ-447 dated December 21, 2022 “On measures to effectively organize the activities of the executive authorities of the republic within the framework of the administrative reforms of New Uzbekistan” and the Resolution of the President of the Republic of Uzbekistan No. PQ-447 dated December 21, 2022 “On measures to implement the administrative reforms of New Uzbekistan” Decree No. PF-269 was adopted.

Today, one of the main tasks of the New Uzbekistan administrative reforms is to form a unified system of executive authorities that is based on the principles of professional management and is focused on efficiency. In this professional system, there is a great need for personnel and specialists who are well aware of their duties and goals and conscientiously fulfill them, who are equipped with modern knowledge and spiritual and moral education.

Bunday kadr va mutaxassislarni tarbiyalashda mamlakatimizda ajdodlarimizning eng ilg‘or g‘oyalari, fikrlariga tayanish juda katta samara berishini ta’kidlab o‘tish joiz. Ajdodlarimizning bu tarixiy tajribasidan foydalanish bugungi kunda ham biz uchun muhim. Ushbu yo‘nalishda temuriylar davrining mashhur voizi va axloq sohiblaridan biri Husayn Voiz Koshifiy o‘z davrida davlat boshqaruvi va siyosat yuritish borasidagi qarashlari bilan mashhur bo‘lgan. Ayniqsa, uning “Axloqi Muhsiniy”, “Anvori Suxayliy” va “Risoi Xotamiya” asarlarida davlat va hokimiyat, diniy va dunyoviy hokimiyat birligi, rahbarlarni tarbiyalash va rahbarlik lavozimlarida ishlaganlarni rioya etishi kerak bo‘lgan vazifalari to‘g‘risidagi bildirgan fikrlari o‘z ahamiyati bilan qimmatlidir. Bu asarlardan Xuroson mamlakatida, Hirotida va boshqa shaharlardagi madrasalarda talabalar uchun darslik sifatida foydalanilgan. Mutafakkir bu asarlarida o‘zining hayotdan olgan saboqlari, tajribalari asosida xalqchilik, insonparvarlik, ijtimoiy hayot, adolat, halollik, sofdillik, poklik, to‘g‘rilik, rostgo‘ylik haqidagi fikrlarini



o'qimishli, qiziqarli hikoyatlar, rivoyatlar yordamida bayon etadi. Bu asarlar Koshifiy tili bilan aytganda "hikmati amaliy" asosida yozilganligidan bugungi kunda ham juda katta tarbiyaviy ahamiyatga egadir.

Results and Discussion

Hussein Voiz Kashifi notes that establishing state power and ensuring political stability cannot be achieved through wise political practice. He first focused on the concept of politics and explained it. "The true meaning of politics is to make a person sad." The dictionary meaning is "to keep the country in hand and put everyone in their rightful place" [1, P.261]. In this, fear, coercion, and keeping the country under political control are the main goals, and placing employees in their places based on their talents, abilities, and activities is also one of the foundations of politics. Kashifi pays great attention to the morality of the individual in the direction of politics and divides politics into two types, one is to conduct politics in relation to oneself, and the other is to conduct politics in relation to others. Kashifi says that the policy towards oneself should be to eliminate bad qualities and acquire good character traits. That is, he says that a person should only have good character traits and benefit both himself and others with his useful actions. He divides the policy towards others into two. That is, the policy towards one's own relatives and friends, and the second is the policy towards the people. The king's policy and requirements towards his ministers, officials, employees and princes, their upbringing and attitude towards them are mentioned separately in Chapter 40 of Kashifi's work "Akhloqi Muhsini", dedicated to Abul-Muhsin Mirza, the son of Husayn Bayqara. He explains that the king's policy towards the people should always keep the bad people in the country in fear, and always educate the good people with hope. From this we can also know that the state authorities should take advantage of the good conditions created for the people to live peacefully and peacefully, to realize their interests, to receive education and upbringing, and as for the evils in society, the state should strictly control and punish them with its laws and punishments.

Kashifi also draws attention to the necessity of politics and quotes the wisdom of the wise. For example, "If there is no conquest and politics, all affairs will be derailed, and if there is no form of discipline and punishment, important affairs will be destroyed" [2, P.156]. Therefore, politics is very necessary for state power, and it is the cause of stability of order and upbringing, mutual relations between people in the country, and if it is the opposite, it will cause chaos and oppression. Kashifi recognizes politics as the power of the state and property, and the nation, and at the same time calls for adherence to justice in ensuring its stability. He emphasizes that reliance on religion and Sharia is important in this. Today, since our country has been declared a secular state, it is of great importance to establish a state system based on the rule of law and to rely on the principles of justice and humanity in serving the interests of the people. The thinker's views on understanding justice are close to those of Aristotle. Aristotle considered justice to be universal compassion. Huseyn Voiz Kashifi considers equality and balance between people and society to be just. [1, P.164]. Quoting the words of the sages, Kashifi likens the state to a tree and politics to water. He emphasizes that kings should water the roots of the state sapling with the water of politics, and only then will the fruits of peace and security in the country bear fruit. The thinker also attaches importance to what kind of people are worthy of politics. He says, "No one among people is worthy of politics, but politics should be done for beasts and cattle."



That is, bad and evil people are worse than cattle and goats. Therefore, only they are worthy. [2, B.160]. He also pays attention to the procedures for conducting politics towards such people. He emphasizes that they should be warned, and if this does not help, they should be intimidated and threatened. If this does not work, he mentions that they should be beaten and imprisoned according to the laws and regulations. He points out the importance of following the sequence in politics, applying administrative and criminal penalties from warning to punishment. Today, in the era of globalization, in different parts of the world, against the backdrop of atrocities, wars, disagreements, conflicts over wealth and ideological and informational struggles, there are many evil forces that are trying to physically or ideologically attack one country on another, cause various conspiracies, and disrupt socio-cultural life along with unrest and destruction. They propagate various political or religious extremist ideas, negatively influencing the worldview of the population of the countries, especially the youth, who are the future generation. In his time, Hussein Voiz Kashifi, referring to similar events, mentions politics as a means of eliminating such intrigues. In particular, he says, "People who intrigue are considered troublemakers and troublemakers. If they see the speed of the fire of politics, they immediately flee to solitude, and if there is even the slightest slackness in politics, they create thousands of intrigues and create unrest on all sides" [3, P.264-265].

Conclusion

Huseyn Voiz Kashifi's views on the politics of state power, governance, the benefits of politics, its subjects and procedures for conducting politics have important aspects related to the internal political management system of Uzbekistan, which is building a democratic legal state and civil society today, and the fight against external and destructive information. In particular, in the training of management personnel in the state system and their active work in the structures of state power, the study of Kashifi's ideas on politics and the application of their positive aspects in practice are important due to their relevance.

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