



## MANAGEMENT AND STUDY OF CULTURE AND ART

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### Annotation

This article describes the management models of culture and art, the history of culture and art management, its organization, our great thinkers who contributed to this field, foreign experience of management.

**Keywords:** management, art, culture, national, style, model, theater, management, industry, institution, community, organization, creativity.

### Introduction

When it comes to governance, the wise saying of the great scholars, "The hardest thing in the world is the art of governing," is probably about the art created to create, to amaze, to create, to innovate, to amaze. After all, the staff of cultural and art institutions have a long history of our national traditions, customs, folklore, classical, classical, modern singing, national status, baxshi, museums and theaters, concert organizations, creative regulators of community activities, suppliers to the public. Because the art of each nation introduces this nation to the world, creates conditions for speaking on behalf of this nation on the world stage.

Indeed, organizing and managing the cultural sector is a very difficult and responsible profession. The concept of governance has a long historical development and is one of the most important processes of human civilization. As a result of the development of horses, there was a need for the "science of management". As mentioned above, management is, in the words of F. Taylor, an American engineer and one of the theoretical founders of management science, "the art of knowing exactly what to do, how to do it in the best and most convenient way."

Management is also a special type of social relationship. The level of perfection of the society is an indicator of the level of perfection of management. Management is an activity aimed at regulating social relations, which is a specific activity that requires a minimum of resources (time, effort and resources) and is clearly targeted, planned and consciously organized and requires control to achieve the highest results. face is counted. This field is comprehensive and has a long history. Therefore, it is necessary to prepare textbooks, manuals and literature for the renewal, development and training of qualified personnel for culture and art in the future.





President Mirziyoyev said that "it is necessary to create the necessary environment and conditions for the promotion of the rich history of our country, its unique culture and national values, the achievements of world science and literature among our youth." Therefore, for those who manage the field of culture and art, in the process our great thinkers Abu Nasr Farobi's "City of noble people", Yusuf Khas Hajib's "Kutadgu bilig", Nizamulmulk's "Politics", Amir Temur's "Temur's rules" historical-scientific definitions, representatives of management theory - French scientist Henri Fayol, American engineer-researcher Frederick Taylor, German sociologist Max Weber's principles, information and communication, which are the basis of management work, decision-making bases, modern managerial qualities, modern executives goals and objectives, policy and system of management of cultural and art institutions in Uzbekistan in recent years, transformational processes in the development of industries, cooperation between government and non-governmental organizations, "People's Artists' Clubs", children's music and art schools animation, special talent per special attention was paid to the introduction of creative exams in creative universities.

There are also opinions of well-known scholars on the concepts of leadership, communication, leadership responsibilities, leadership skills, leadership culture, leadership intelligence, which serve to nurture educated leaders who are respected and respected in society. Of course, everyone should study the rules of ethics and aesthetics according to the leader and follow his example. That is why these publications should be organized by every leader. Deep knowledge and aspiration are also needed to learn a leader's behavior and attitudes and to make the right decisions. Because only when the leader makes a good and right decision will there be a good result. Every decision must be made correctly, labor must be evaluated, work must be properly distributed and knowledge must be maintained. Of course, every manager has his or her own style, method, model and experience in organizing and managing his or her own culture and art.

Thus, the system of organization and management of culture and art in Uzbekistan is directly related to various scientific schools and educational institutions. Improving the functioning of these scientific schools and educational institutions is one of the most pressing issues today.

Today, public officials are required to think strategically, set goals and find ways to achieve them, make independent decisions, plan and organize activities, engage in effective dialogue and negotiate wisely. It should be noted that the tasks of governance have not been as complex as in the XXI century. This shows the urgency of capacity





building in local government. Training is one of the priority issues to improve their knowledge.

At present, how and how to manage human resources is the first task on the agenda of managers:

1. Participate in the development of strategic goals of the organization;
2. Selection and placement of personnel;
3. Employee incentives;
4. Certification, evaluation of labor results;
5. Labor relations;
6. Pension policy;
7. Communication and spiritual environment in the organization;
8. Training and human resource development

In addition to science and knowledge, in addition to books, it would be expedient to use foreign experience to lead the team in the field of art and culture. They are distinguished by their management experience.

The Japanese experience of governing abroad is recognized as one of the most recognized practices in the world. According to the world community, in a very short period of time after 1945, the Japanese government has seen a significant increase. The Japanese have demonstrated in practice a radical change in the old system of government, a new system of governance that combines human experience and only intellect. The notion that the interests of the Japanese state are first and foremost is ingrained in their blood.

In our daily lives there is a concept of "German calculation" (German calculation), which speaks of the German people's values of time above all else, the vital truth of not wasting time even if everything is lost. Accurate accounting, economy, responsibility and ensuring that everything is done on time and in accordance with the standards are part of the German model of governance.

Entrepreneurship, rationalism, without revolutionary leaps, promoting the principles of a peaceful approach to the issue, reforming the tax system, which has a sharp impact on the living standards of the people, improving the skills of workers and directing them to other professions, only to have a strong social policy The formation of the existing system of statehood laid the foundation for the Swedish model of governance.

That is why the Swedish model of governance has entered the world experience as a model as a defender of national interests. Ensuring timely and appropriate implementation is part of the German model of governance. Entrepreneurship, rationalism, without revolutionary leaps, promoting the principles of a peaceful





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According to scientists and thinkers, in order to be effective at work, a leader must have communication skills, distribute work properly and be knowledgeable.

While Russian scientist S. Rubinstein has developed many recommendations for studying the mental environment of the community, it is known that B. Lomov announced a number of areas of management.

In the process of interpreting his opinion, each expert lists the qualities that make a leader perfectly literate, polite, sincere and responsible. Being a person at the level of not only brings him prestige, but also brings great benefits to the organization, society and the development of society.

Of course, it would be useful for us to use the world experience in the management of culture and arts. At the end of the event, which was held in the spirit of open and sincere dialogue, the President said: "We have a great history worth envying. We have great ancestors who are worth envying. We have unparalleled wealth that is worth envying. And I believe that we will have a great future, a great literature and a great art, which is worth it if we are lucky." That is why we must work in the organization and management of the arts and culture, based on deep knowledge and potential, world experience. Because national culture and art are one of the best ways to introduce the country to the world.

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