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SECTION 24. Sociological research.

THE WAYS OF DEVELOPING THE PRINCIPLES OF SOCIAL SOLIDARITY (on the example of Uzbekistan)

Abstract: This article is about principles of social solidarity, main factors, principles, necessity, main directions, mechanisms of developing of social solidarity are clarified and conclusions are given.

Key words: social solidarity, factors of social solidarity, mechanisms, dialogue with people, administration body.

Language: English

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Introduction

The principle of social solidarity is considered as the main sign of reflecting the feature of dialogue with people. It denotes definite significance in principles of social solidarity in local authority's activity in functional usage of organizational and management features to self-government.

We wanted to stop in principles connected with the notion of "social solidarity". In the process of analyzing priority principle of person's rights and freedom, it is important to connect person and citizen's rights and freedom with state management personnel and official persons' obligation in indulgency of person rights and freedom, necessity of their protection. In this case interrelation of social solidarity with rights and obligations both for people and official persons of state management must be considered.

The opportunities of carrying the principle of responsibility for not doing or doing partly in their service authority by management bodies are fixed out according to proper law and normative documents in dialogue with people. But the level of implementing into practice is still in low level.

Materials and Methods

In the process of dialogue with people personnel of management can be disciplinary

arraigned according to respective regulations for violation of order and moral criteria. They can be arraigned to fine and correctional works.

The followings are considered as basis of forming of principles of social solidarity of management personnel:

1. In the way of persons' benefits the dialogue with people and management body is the main basis of social solidarity.

2. Social solidarity of management personnel is connected with the attitude to his work, benefits and tasks of self-management sphere.

3. State, local self-government and level of understanding person's benefits support social solidarity of management personnel.

4. The title of management personnel, status in the system of management and place in the society define his functional role, solidarity of people, state and society.

The main directions of developing the principles of social solidarity:

- Increasing social knowledge of people;
- Increasing the professional skill, forming the sense of responsibility of management personnel for dialogue with people;
- Carrying public control;
- Forming service culture;



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Mechanisms of social solidarity on dialogue with people are the following:

- Defining achievements and deficiency in dialogue with people;
- Forming the regulating normatives in organizing dialogue with people.

Social solidarity is the main and important advantages in dialogue with people, so its forming factors are very significant. In our opinion. Social solidarity includes several elements and composite parts, but its main factors- cultural-educational surroundings and public opinion.

The objective factors of forming social solidarity of management personnel in dialogue with people are the following:

- 1) Defining the tasks according to rank's duties;
- 2) Presence of dialogue with people;
- 3) Presence of system of public control in forming social solidarity;
- 4) Responsibility in adoption of resolution in dialogue with people.

The principles of social solidarity mentioned above have to fixed up by law and normative documents in regions, departments and management bodies of Uzbekistan.

The necessity of principles of social solidarity for:

1. Doing of their rank tasks by management personnel;
2. Reaching necessary result in the process of dialogue with people;
3. Solving the problems in dialogue with people by heads of management;
4. Strengthening the level of dialogue with people and its effectiveness in management body;
5. Regulating the principles of social solidarity in dialogue with people;
6. Speaking of management personnel to people and assessing to do the tasks of providing their benefits;
7. Providing collectivity of state and society's benefits with person's profits;
8. Forming professiograms (social-psychological portraits of personnel) of personnel of local authority, ministry, institution in dialogue with people.

The investigation gives the opportunity to get rid of some factors which influence negatively to moral behavior of management personnel in dialogue with people nowadays. These factors can be grouped by following foundations:

1. Individual state. These factors include the personal behavior and a low level of culture. It is proved that such states as tattle, mendacity, flattery, arrogance are widely spread in labour collectivities.
2. Social state. According to the results of investigation, some part of state personnel denoted the decreasing of morality level in the community.

Really, it is impossible to speak with people who has low level of morality.

3. Policy state. Present policy of Uzbekistan is directed to forming the private entrepreneurship, to increase the profit and quality of life. Adopted resolutions are carried out by state service body and also have to serve to people.

Besides these factors, some processes as the subjective basis of people behavior also influence:

- Self-consciousness in developing social solidarity is the main way of reaching moral perfectness, because the process of self-consciousness is closely connected with self-control and strengthening the sense of social solidarity. This process is linked with general self-perfecting as individually studying, going good deeds and developing other features.

- Developing the principles of social solidarity in dialogue with people is carried in the process of socializing. It will be carried in its primary stages, social institutions participated in socializing (family, kindergarten, school, educational institutions, small groups and etc.) according to the adopted norms.

- Increasing the conversational skill is service skill directed to reaching main result of principles of social solidarity in dialogue with people, it provides the forming of particular image of management personnel. Professionalism service skill also improves.

- Public control plays important role as main direction of social solidarity in the process of doing the tasks in dialogue with people by state personnel. It includes the culture of relations with people, culture of organizing the labour, the culture of behaviour, culture of speech, interrelation culture and etc.

Forming mechanism of social solidarity must be based on conviction, invoke, promote and support, solution of problems.

Increasing the quality of work, legal providing its implementation by management personnel play main role in dialogue with people, closely be introduced to life style of people and studying. Authority management strengthens the directive basis, provides its sequence and scale, define the subjects' attitude and stabilize it, it serves as the border of freedom in adopting the resolutions. Law fully defines the complex of influence to people. So, it is impossible to define and implement properly the system of measures on increasing the effectiveness and quality of life style of people without meeting with people, knowing the legal documents, legal features of dialogue with people. Management personnel must pay attention to personal responsibility for legality of his activity in dialogue with people. So, official of management has to be supported by law in dialogue with people and interrelation of person and state's profits.



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Organizational culture among increasing factors of social solidarity of management personnel has a definite place in dialogue with people. It includes principles of social solidarity, people's attitude to values, thoughts, traditions, customs. Besides it, moral behavior of management personnel is one of the main factors in increasing the solidarity. The official of management, his personality, individuality, human features must be pattern to others, it forms others' thinking, influence negatively or positively. It defines its necessity nowadays.

The importance of morality and solidarity can be explained as two main reasons. Firstly, the government, its prestige is supported on its confidence in democratic society. Secondly, there are great demands to state service, its failure or partly execution draw people's and public attention.

Legality and providing morality in the activity of management personnel are the main devices in dialogue with people, it must become the foundation of execution state service. Solidarity is connected to many factors and conditions of management activity in dialogue with people. But increasing effectiveness of state activity requires properly and distinct usage of function of public control in the condition of legal state and civil society. So, public control is the main function of management and it defines mistake and

deficiencies, arranges problems, prevents them and search the opportunities.

Individual control and experts' control play important role in increasing the effectiveness of social solidarity in the system of dialogue with people. Such factors as publicity and democratic features are important in effectively control and implement the social solidarity of management subjects. Some authors consider that democratic control as direct control people over government will be carried by various institutions of democracy (people's election, meetings of citizens, complaints to court on illegal activity of officials and etc.)

Conclusion

It can be concluded that without order and responsibility in dialogue with people effective ruling can be excluded. Effective ways of forming solidarity, researches on searching methods in dialogue with people by management personnel are connected with studying the nature, conditions of originate and features of forming in certain social space. Solidarity of speaking with people is shown as self-control, self-restricting, self-behaviour, it expresses in unity of words and work, discipline, honesty, doing one's tasks fairly.

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