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SOCIO-CULTURAL TECHNOLOGIES OF SPIRITUAL DEVELOPMENT AND SCIENTIFIC MANAGEMENT OF SOCIETY

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ABSTRACT
The need to use several socio-cultural technologies, which can be the basis for determining its strategic goals, has been researched, as well as in all areas of social development. In particular, it has been revealed that spiritual renewal is important in reforms related to strategic programming (design) along with social, economic and political factors in the quality level or stages of development of society. This is relevant as it shows that spiritual development is an important process in the scientific management of society.
KEY WORDS: *Society, spirituality, strategy, development, spiritual renewal, scientific management of society, reforms, socio-cultural technologies.*

INTRODUCTION

Spiritual renewal as a necessary level of the development of society, along with social, economic and political factors, the reforms implemented in the spiritual and educational aspects are considered important.

The President of the Republic of Uzbekistan Shavkat Mirziyoev emphasizes the following points about spirituality in the development of society and its influence on development: “In my opinion, the world of humanity has a great lamp - the lamp of spirituality. The difference between this lamp and others is that it illuminates a person's mind and thinking, awakens his heart and conscience, and strengthens the feeling of humanity.

As we are starting to create a new renaissance of Uzbekistan, it is necessary that such a spirit of spirituality explodes in the hearts and minds of each of our compatriots, and it encourages us to do good deeds and to live with a high sense of responsibility” [1.260.]. Also, although socio-cultural technologies are considered an under-researched field in the scientific management of society, its philosophical knowledge and mastery can be understood at the moment only with the limit of information. Even if the benefits from their application do not guarantee useful skills for the society, we can observe the experiences of using socio-cultural technologies in the development of the society. The development of society requires spiritual-educational and innovative approaches in the process that requires its scientific management.

LITERATURE ANALYSIS

Spirituality is a concept embodying the inner life, spiritual experiences, mental abilities, and perception of a society, nation, or individual. Spirituality is the basis of human and social culture, the main factor of a certain direction of human and social life. It has a strong influence on the formation, change or crisis of a certain economic and social life system. If the spirituality is enriched, the society will prosper, and on the contrary, if the spirituality is impoverished, the society will gradually decline. Spirituality is the main factor and foundation of development of society and nation. In this sense, the concept of "spirituality" is "a socio-spiritual phenomenon that fully embodies ideological, ideological, educational, cultural, religious and moral views in the life of society" [2.18.].

Or in the new stage of society’s development, "For us, spirituality is mutual trust, respect and attention between people, noble aspirations to jointly build the future of the nation and the state, a set of exemplary qualities" [1.261.]. In other words, spirituality is the foundation that determines the content and quality of all political and social relations in society. The stronger this foundation is, the stronger the nation and the state will be.

There are many examples from the history of mankind that lack of spirituality and lack of ideas leads any society to decline, weakens state policy and management, causes corruption, crime and immorality to take root. In this regard, special attention is paid to spiritual and educational reforms in the development strategy of New Uzbekistan.

Interrelationship of socio-cultural technologies of spiritual development and scientific management of society, its innovative ways, strategic goals in society have been one of the centers of interest of researchers-scientists. In particular, as the most acceptable

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option, we can take scientific views related to the name of Henri Fayol. The scientist's ideas and developments on the subject began to be applied on a large scale in the management of society. In particular, A. Fayol "Considers the organization as a whole structure, not individual work elements, and improves the efficiency of work by improving special concepts such as the principles of rational management of the organization, management functions, management system"[3.86.].

Human relations also began to develop in society, and the basis and primary sources of such an approach go back to the "Hawthorne Experiments" of the American philosopher and scientist Elton Mayo. In the experiments carried out at Western Electric company, increasing labor productivity was achieved as a result of being attentive to shop workers, taking care of their interests. "Such attitude was accepted by the workers as a motivating factor, and it was observed that labor productivity increased based on the formation of positive attitudes" [4.96.]. As a socio-cultural phenomenon, it shows how subtle and multifaceted the management technology is. Such events, unlike general technological processes, are characterized by their unexpected and unique aspects, require constant improvement and perfection of the management culture.

Due to globalization, a quantitative approach to such socio-cultural technologies has begun to develop. The main essence of this approach is the effective use of mathematical methods in the culture of corporate management of groups and organizations, in particular, the methods of analyzing labor operations and creating mathematical models. Although a special socio-cultural technology absolutely suitable for the collective management system has not been developed, but as a result of the use of mathematical apparatus, the possibility of in-depth knowledge of the management technologies of the society and the prediction of certain economic results has begun to increase.

The doctrine of approach to management culture as a special process considers the life of society as a complex and dynamic aspect and determines the necessity of management as a continuous system of performing interrelated functions. Such functions include: planning, organizing, assigning tasks (administrative management), motivation, leadership, coordination, control, research, communication, evaluation, decision-making, personnel selection, negotiation and delegation. If you pay close attention to this, it will be revealed that it is a process based on the formation of interpersonal relationships. This means that it is necessary to raise spiritual and educational literacy in interpersonal relations to a new level, to form educational work on the basis of an effective mechanism of activity.

Through a systematic and situational approach, there is an opportunity to understand that the processes taking place in the organization, the existence of a causal relationship between all the participants involved in the production, the external environment and the situation, the socio-cultural relations are the decisive factor in the behavior of the participants-subjects.

Another approach that reflects the attitude to people in the production process is the theory of "human capital", according to which human power in the enterprise or society is perceived as capital, that is, property, in particular, in the form of material values. Within this theory, situations and assertions about corporate governance and culture are reflected in economic terms and socio-cultural categories that are understandable to entrepreneurs. According to this theory, human capital is usually measured in terms of funds. In this regard, the architect of Singapore's innovation policy, Philip Yeo, made an interesting point: "... Innovation is not a luxury, but a necessity. We do not have any natural resources, therefore our wealth is the human mind "[5.], it is not for nothing that he said. One of the modern approaches is the concept of human resources development, in which the conditions created for effective work of an individual for the benefit of the organization or society are considered as a central issue. The concept of identifying and satisfying the needs of the subjects of this relationship, and creating conditions for their professional and personal (spiritual) perfection lies as a factor in the development of corporate culture. The socio-cultural position of a person in society has a comprehensive effect on the set of needs identified in it. As a result, the formation of views and approaches to the scientific management of society and their implementation in life ensures efficiency.

As stipulated in the Decree of the President of the Republic of Uzbekistan "On the State Program on the Implementation of the Strategy of Actions on the Five Priority Areas of the Development of the Republic of Uzbekistan in the Year of Development of Science, Enlightenment and Digital Economy in 2017-2021", It was entrusted to ensure the creation of the state program, the national program for the development and support of reading culture, the development of the field of science, the social protection of the population, the concepts of the development of the drinking water supply and sewage system, and the development of the strategy for the development of the construction industry"[6.] . In turn, it will be possible to see the innovative approach to socio-cultural technologies of scientific management of society. In our opinion, this will contribute to spiritual development, taking into account the possibility of changing the socio-cultural lifestyle of the society, especially the population, through the development of science. The content of the main concepts of management in developed societies, in particular, in the scientific management of society, represents the personal and corporate management approaches typical of its time. Even now, modern approaches of socio-cultural views are being used in various development models. Modern socio-cultural views also try to understand a person from this point of view as much as possible and to achieve the perfection of a person by awakening his thinking and inner reserves.

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DISCUSSION AND RESULTS

The land where our ancestors lived, their socio-cultural life, people's way of life and worldview are important because they are built on the principles of collectivism and humanity. No matter how much knowledge and experience humanity accumulates about nature, society and the universe, on the one hand, its adaptation to the environment and the way of life have become easier, and on the other hand, deepened socio-cultural life has made it vulnerable to new puzzles and questions. Accordingly, although the rational knowledge of man has improved the freedom and the quality of life, it has caused complications in another way. The Uzbek people have been following the principles of collectivism and humanitarianism in the socio-cultural sphere. But at a time when the society is developing so rapidly, we see that new approaches to socio-cultural technologies of scientific management of society in Uzbekistan are directly related to the reforms implemented at the new stage of our development. The President of the Republic of Uzbekistan emphasizes, “Now each of us, first of all, the task of the heads of state administration bodies is to ensure the responsible performance of the tasks assigned to us based on a critical assessment of the state of affairs in the field and sector for which we are responsible” [7.235.]. As an innovative approach to social and cultural technologies in the management of society, we can see the need to develop enlightenment and education based on the principle of “from the strategy of actions to the strategy of development”. Innovative approaches to the development and implementation of socio-cultural technologies in the scientific management of society are also important in eliminating problems and difficulties for human activity by the subjects of these relations, in particular, nature. Therefore, innovative approaches to the socio-cultural development of the society encourage the members of the society to never get stuck in one place and to be active, responsible and intelligent in order to eliminate the shortcomings. This paradigm is a recognition of significant scientific achievements by philosophers, who pose a number of problems to the scientific community and develop methods, tools and technologies to solve them in a new way. The paradigmatic approach to the socio-cultural development of the society is of interest to the representatives and researchers of this field as an innovative approach at the new stage of the development of our country. As a result, concepts that are taken as truth for society today are being questioned tomorrow. Because any social reality is relative, that is, it is incomplete and uncertain, and has the possibility of change and development. Therefore, the innovative approach to the development of socio-cultural technologies in the scientific management of society requires that the society is scientifically managed with the help of methodological methods and tools with a direct impact on the development of all areas of society. The essence of the scientific management of the society is to determine the main goal and direction of the socio-cultural development of the society. Reconciling or reconciling interests in social life is much more complicated to solve in a simple way. Therefore, the society requires the development of new scientific-theoretical bases for the adjustment and reconciliation of these interests. In the development of socio-cultural technologies of scientific management of society, we can observe innovative approaches, in particular, respect for the interests of others in society, adaptation of one's interests to the will of others, general agreement, i.e. social consensus, and striving for positive results. This means that the need for innovative approaches of the socio-cultural nature of society management has a regular and continuous nature.

“Precognition and broad observation of social events in society is based not on people's wishes, but on thorough knowledge of socio-cultural laws of society's development. Practice shows that it is possible to conduct a correct, scientifically based policy only if one can clearly understand the decisive directions of reality” [8.309.]. From this point of view, we can present spiritual and educational programs promoted in the “Strategy of Actions” and “Strategy of Development” of innovative activities in the application of new socio-cultural technologies in the scientific management of society in Uzbekistan.

As the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted, “Today we are moving to the path of innovative development aimed at radically renewing all spheres of state and community life. It’s not for nothing, of course. Because in today’s fast-paced world, who wins? The state that relies on a new idea, a new idea, and innovation will win.

Innovation is the future. If we start building our great future from today, we should start it on the basis of innovative ideas, innovative approach" [9.20.]. The main focus in the implementation of the development strategy is the principle "Human interests are the most important" and the idea “The people should serve the people, not the state agencies, but the state bodies” are becoming a life-giving force. By establishing a dialogue with the people, a new system of socio-cultural technologies has appeared in the society that practically protects the rights, freedoms and legal interests of citizens.

We have set ourselves the ambitious goal of building a new Uzbekistan together with our people. In this regard, the new idea that "Society is the initiator of reforms" is getting deeper and deeper into our daily activities.

"In increasing the practical effectiveness of the reforms, we need to make our population more active and proactive in promoting new local initiatives.

Most importantly, as a result of these reforms, we should create comfortable and decent living conditions for our people. In order for our people to earn enough income, we need to create the most favorable business and investment environment and increase new

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enterprises and jobs. If we do not do these extremely urgent things ourselves, no one will come and do them for us" [10.5.]. Socio-cultural technologies of management will be improved along with the socio-cultural renewal of the society.

The virtual lobby of the President of the Republic of Uzbekistan and People's lobby, as well as special units for working with citizens appeals established in each state body, formed a qualitatively new effective system of working with the population.

In the Republic of Uzbekistan, the concept of administrative reforms has been developed to fundamentally reform the state management system, develop the "Electronic Government" and public service delivery system, reduce the administrative influence on the economy and expand the market mechanisms of management, create a healthy competitive environment and a favorable investment climate.

Comprehensive measures for the development of the social sphere, strengthening social protection and health care of citizens, providing the population with cheap and high-quality medicines, increasing the employment and real income of citizens, expanding the construction of affordable social housing, and comprehensive support for persons with disabilities were focused on.

"In cities and villages, model and high-rise buildings with a total residential area of more than 3.5 million square meters have been built. The volume of residential construction increased by 3.5 times compared to 2010.

According to the results of the dialogue with the people, it was decided to restore the 11-year general secondary education, transparent mechanisms of admission to higher education institutions were introduced, and quotas were seriously increased. The post-graduate education system was fundamentally reformed to international standards and a new system was introduced" [11.]. As a result of measures taken to ensure international peace and harmony in the cultural sphere, well-thought-out and mutually beneficial foreign policy, mutually beneficial relations with neighboring countries were established. Favorable conditions are being created for the development of trade-economic, cultural-humanitarian relations in the territory of Central Asia.

Social objects are stable objects that form systems. For example, we see many objects invested in social and cultural technologies in the development of a sustainable system. This requires modern approaches in the design and modeling of social technologies.

The uniqueness of these approaches comes from the possibility of assigning different properties to objects - relations, processes of reliance of resources on other objects - in a word, parameters are manifested in the form of quantities. A trait can be static (gender) or changeable (skill level, mood). The socio-cultural study of the importance of the above situations in the management process will have an important practical result. Because changes in properties allow objects to predict their general performance when certain situations arise. The ability to predict can affect the guiding object (consultant) by changing some properties of the object.

Creating a plan or strategy to systematize this information is of great importance. With the help of plans and strategies, it will be possible to analyze the operations of objects based on facts, to identify "weak" areas of the management technologies being created. It also makes it easier to connect objects to projects created by a group of objects. Such innovative approaches to socio-cultural technologies in the scientific management of society are necessary for the design of social technologies.

In this regard, "I want to emphasize: today, spirituality must be ten steps ahead of other fields, spirituality must become a new force, a new movement!

For this purpose, our people, especially among the youth, are spiritual and enlightened we need to raise things to a completely new level in terms of quality and content.

Based on the proposal made by our intellectuals at the recent meeting in Surkhandarya region, we will establish a spiritual sector in addition to the 4 sectors operating in the regions"[12.]. It is clear from this that the amount of change in any internal or external environment for the development of society requires a response action. Using this method, it is possible to register various situations in society and use them to create social technologies.

The innovative approach of socio-cultural technologies in the scientific management of society can have a positive or negative impact on socio-cultural life (process or project). The positive effect is that it can create additional comfort for interpersonal relations in the vital activities of society.

It should be noted that innovative design means the introduction of intellectual technological structure or qualitative changes to the existing society, that is, the modern redevelopment of these reorganizations. Dividing or separating the activity of social space into

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the activity of design will have a conditional character. Its advantage is that it allows to understand the specific features of future technological development.

CONCLUSION

Development of the socio-cultural sphere in the scientific management of society - firstly, the implementation of comprehensive measures to further strengthen social protection and health care of citizens, secondly, the creation of a developed network of social pharmacies, thirdly, increasing the population's employment and real incomes of citizens, fourthly, "consumption "basket", fifthly, expansion of the construction of social housing, sixthly, it is manifested in the formation of socio-cultural technologies that serve the strategic development of a number of society, such as comprehensively targeted support of the population in need of social protection and persons with disabilities.

Development of innovative management technologies as socio-cultural technologies of spiritual development and scientific management of society, as well as their introduction, should be considered one of the priority tasks of ongoing reforms. Innovative approaches to the application of social and cultural technologies of scientific management in the development of society are the main factor in realizing the strategic goals of the state and society. And this is not to educate a physically strong person, but to improve the members of the society both physically and spiritually. Today, in the delicate and fragile conditions where ideological struggles are sometimes open and sometimes hidden, this issue is extremely important in the current dangerous times.

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