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SOCIAL STATUS OF A CIVIL SERVANT AND ITS PECULIARITIES

Abstract: This article is devoted to social status of a civil servant and his peculiarities, in particular, a civil servant can be promoted in the course of his activity in a public body, i.e. qualification levels have been introduced in the civil service. Skill levels determine whether a civil servant will move from one position to another (for example, move up or down). They link the civil servant with the state throughout his professional life and ensure the balance of relations between the state and society.

Key words: public service, employee, qualification levels, state, professional life, balance, society.

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Introduction

With the achievement of state independence of the Republic of Uzbekistan, there was a need to organize a public service aimed at the formation and development of a sovereign democratic state. In this context, the first task, of course, is to train highly qualified personnel, to provide the civil service with personnel with modern knowledge and skills. This situation necessitated the introduction and study of a new "Civil Service" based on the practice of developed countries and national experience.

The state cannot exist without specially organized apparatus. The state apparatus will need a civil service system. Therefore, the reforms in the state apparatus, first of all, involve the proper organization and effective implementation of the civil service. The functioning of the state, the state apparatus and the state of the civil service give the population of the country an impression of it. Depending on the employee acting on behalf of the state, an assessment is made of the state or the state apparatus. Therefore, how public service is formed in each state is very important. The issues of providing public authorities with highly qualified personnel, continuous work with them, professional development, the formation of an effective reserve of civil servants are among the priorities of any state.

Proper organization of the civil service also depends on the legislation adopted in the state. The degree to which the civil service relationship is legally regulated determines its development trends. The existing legislation in the country reflects the content and current status of the civil service. In the civil service system, it is important to know how well the legislation is developed and the mechanism for its implementation.

The urgency of the civil service in Uzbekistan on the basis of a democratic state governed by the rule of law and a socially oriented market economy. In the process of building a civil society, increasing attention is paid to the problems of democratic order and sustainable development. After all, the goal of the policy of renewal and development is to create decent living conditions for all people living in our country, to form a just society with a well-off, morally strong family.

Public service is one of the most important and necessary professional activities of people useful to society. The public service, as a skilled profession useful to society, determines the socially important parameters of the status of the owner. The service nature of the activity represents the essence of labor. This type of activity is carried out in the system of public authorities with strict status instructions.

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Materials and Methods

In science and practice, there are the concepts of “civil service status” and “civil servant status”. Although these concepts are interrelated, they are not considered the same concepts.

The status of the civil service is a relative position in the socio-professional structure of society, which is formed on the basis of the content of the activities of civil servants and is highly valued by the public.

The status of a civil servant is his position in the civil service system; mandatory and possible ethical norms established by law in accordance with the position held by the employee.

Different approaches to the concept of status have been given in the literature. In particular, in the explanatory dictionary of the Uzbek language status (lat. Status - situation, state, status) in international law: legal status, situation (see also: status II). 3). Diplomatic status. State independence status, as shown.

In this guide, the concept of status is also used as a status. Status (Arabic - status, position; place, position; degree, career).

1. Place.

2. Career, position.

3. Legal - Explained in the form of a legal status of elected persons, citizens, government agencies, organizations, institutions, international organizations, formalized by a normative document. [1]

The analysis of the legal literature requires an approach to the concept of public service in several senses: [2]

first, in the social sense. Public service is a social category in which a person holding a certain position in a public organization carries out socially useful activities in accordance with the instructions of the state;

second, in a political sense. The civil service is an activity aimed at the implementation of public policy, achieving the goals and objectives of the state through all available political forces, ensuring balance in society; thirdly, in the legal sense - is the legal establishment of public-service relations, which ensures the fulfillment of inter-career responsibilities, powers of employees, the competence of public authorities. [3] The civil service is one of the most complex socio-legal institutions, the study of which requires an analysis of the social and legal basis of the civil service. This institution consists of a set of norms governing civil service relations, which regulates the rights and obligations of employees, restrictions imposed on them, responsibilities and the transition to public service, the emergence and termination of service relations; [4]

fourth, in an organizational sense. The civil service interacts with the organizational and functional elements of the state apparatus. [5] It

manifests itself as a system consisting of the following elements: the organization of the organizational and procedural basis of the state apparatus; structure and legal appearance of positions; identification, evaluation of employees. The civil service strengthens the state, state power, and ensures that civil society functions in a balanced way.

“The service provided in state and local bodies, - said Yu.N. Starilov, - is a public service and is carried out in public authorities. Public service is a service provided by public enterprises, institutions, organizations and associations. Employees of private organizations, enterprises, banks and other enterprises and organizations can be included in the system of service relations only from a social point of view. Recently, in many developed countries, the service provided by people's deputies is reflected as a professional work. But deputies are not considered civil servants. Even high-ranking officials in the state (President, heads of representative and executive bodies, ministers, etc.) are not in the civil service. They have the status of public-legal service and can perform their duties for a certain period of time. ”

The concept given to public service by V.M. Manokhin can be found in many legal literatures. In particular, in his opinion, the civil service is a part of the state activity on the organization and legal regulation of state bodies and other organizations, and the activities of state bodies and organizations are aimed at fulfilling the tasks and functions of the state. [6]

In sociology, the term "social status" (Latin status - status, position) was first used by the English scientist G.D. Maine. In ancient Rome, the term originally meant the legal status of a legal entity.

In the sociological encyclopedia, social status is defined as a state in a society or its separate subsystem, occupied by an individual (group) and defined by a number of characteristics (economic, national, age, etc.) specific to a particular society (subsystem). [7]

Although the term status is a common concept in sociology, it is interpreted differently in science. The American scholar F. Bates writes that status is perceived as related to the role and degree associated with a particular set of norms in a social structure. He also interprets the concept of ‘role’ differently in terms of ‘behavior’, ‘social position’ and so on. [8]

It should be noted that while for some sociologists the concept of status is accepted as established norms, [9] for others it is interpreted as a culturally defined position in the institutional system. [10]

The famous German scholar M. Weber studied social status from the point of view of its authoritative significance and connected it with the high position of the individual in society. He considered the social structure of society as a multidimensional system,

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noting that along with classes and property relations, their status played an important role. [11]

It analyzes the concept of “social status” and confirms the following by comparing different types of society. According to M. Weber, stratification is determined by social indicators, while status is determined by the various life traditions, styles and norms that dominate society. According to the scholar, a career embodies such qualities as prestige, honor and dignity, as well as certain privileges recognized by law, custom and religion, or their non-existence.

It is important to talk about M. Weber's theory of stratification. In doing so, he dwells on three factors or units of measurement based on this theory. First, wealth or economic status is the sum of all material values belonging to a person, his income, land and other personal types of property; second, power (political status) as an opportunity to subjugate other people to their will; thirdly - prestige - the basis of social status - recognition and respect for the dignity of the subject, high appreciation of his actions as an example to others. [12]

Research shows that the overall status of civil servants is based on three main pillars. These are competence, authority and status, among which status is primary. [13]

Social status is the position of an individual or social group in society or in its separate subsystem. It is determined by many factors - social characteristics related to citizenship, gender, nationality, education, profession, qualification, position and nature of work, business relations, financial status, scope of political influence, religion and others.

At present, this concept has the following meanings:

a set of rights and obligations that determine the legal status of an individual, government agencies and organizations;

necessary and probable actions of the person established by the state and society;

the position of an individual in society with certain rights and obligations;

social behavior model;

social role. [14]

Status can be classified in several variants. Sociologists distinguish the following types of personal status based on a detailed typology of personal status:

natural status - a comparison of people with each other, taking into account the sex and age characteristics of the individual, classified by their lifestyle, place and function in society;

integral status - the behavior of an individual in accordance with the prevailing standards in society (this is an ideal model of behavior);

professional activity status - it records a person's professional, socio-economic and production status. It is through this type that the study of public service theory is important;

socio-psychological status - through which it reflects the importance and role of a real partner in the system of group and interpersonal relations (whether a leader or not a leader);

temporal status is a status determined by a person based on previous experience and future prospects;

marginal status - a borderline status characterized by the transition of an individual from one state to another, from one social environment to another during a radical change in lifestyle (for example, a decision to dismiss an employee, but no order is issued). [15]

The concept of status is seen at the group or community level as a clearly defined position in its social hierarchy. At this point, the concept of status can be interpreted differently in two ways [16]: 1) in relation to others in the social hierarchy - rights, prestige, privilege, power, etc.; 2) in terms of socially accepted and expected behaviors - roles. In the first case it emphasizes the position or position in the social structure and is often called social status, in the second case it emphasizes the obligatory behavior of a person holding a certain status (role, social class). [17]

There are defined (social origin, nationality, place of birth) and achievable (education, qualifications) views of social status. Achievable status is a person's place in the social hierarchy, which is achieved through his own labor and free choice, and is under the constant control of people. This status is often directly related to the position held by the individual and the outcome of his or her professional activities. [18]

The concept of social status can also be interpreted as a set of rights and obligations associated with the performance of a particular social role by an individual or social group. [19]

While any civil service and the status of a civil servant is based on the law, first of all, special requirements are set by the government of that state. Based on this, the career level (rank or position) of civil servants, the procedure for entering and appointing them to the civil service, the powers and responsibilities of the position will be systematized. The moral and professional competencies of a civil servant are described on the basis of general and individual requirements and standards set by the state. [20]

In addition to exercising his administrative and legal powers in his work, a civil servant serves the society with the position he holds and the position he holds. In this case, the status embodies the capabilities of the civil servant and manifests itself as an important integral part of the civil service.

The main criteria for the social status of civil servants include the following characteristics - the level of public service and the legal status of the governing body, the position held in the service hierarchy, income level and property. [21]

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Also important criteria of public service are professional prestige, professionalism (self-assessment, evaluation by others and the correlation of these indicators), reputation, motivation, the presence or absence of future growth, career level, level of social protection, socio-demographic characteristics, including , gender, age, marital status, place of birth and residence, ethnic and religious characteristics.

The concept of social status is also interpreted as the sum of the rights and obligations of an individual or social group associated with the performance of a particular social role.

Such a social position, defined by this culture, is called basic status. Others below this position are secondary. However, the choice of a particular position as the most important of the various positions will depend not only on cultural relations but also on subjective decisions. Each of them also has its own hierarchical advantage. Not only external objective factors but also subjective factors play an important role in the formation of such a hierarchy. In this case, the external factor of the social environment passes through the system of subjective consciousness and personal interests. Thus, any person, on the one hand, is the author of social, economic, cultural norms and guidelines in the implementation of professional activities. On the other hand, an individual works within his or her own interests with different professional groups that are in a complex balance with the interests of organizations and society as a whole, while meeting their own needs.

Deciding which position is most important for each subject is crucial. In this case, it shows him what position he should take in the conflict of obligations or interests associated with many positions. This self-defining social position, which man considers most important to himself and does not conform to the cultural interests of that society, is called central status. However, other positions of less subjective importance are referred to as secondary or peripheral status.

Society not only creates social statuses, but also regulates the distribution of society members according to these positions according to a specific hierarchical social structure.

It should be noted that in most scientific research and publications on the problems of the civil service, the concept of "status of a civil servant" is accepted by defining it as a legal status. At this point, we need to look at this problem more broadly.

Typically, social status is arranged in a hierarchical order and is considered to depend on an individual's position in the general network of positions. Status, on the other hand, is a concept related to the term social role, which refers to a system of social functions of an individual in accordance with their place in the system of social relations.

Sociologist F.V. Znanetsky writes: "Each person plays a certain social role, occupies a certain position, performs certain functions in his social environment. In most cases, it assumes certain rights and obligations related to similar positions and functions. At the same time, it remains independent as an individual in every position of fulfilling its social function." [22]

The concept of "social status" also applies to a profession. In this case, it serves as a generalized indicator of the comparative status of the profession in relation to other professions, which constitutes the professional-qualitative structure of society based on the division of labor.

Throughout human history, types of cultures have been distinguished from one another by the distribution of people according to their status and roles in social relations. Determining the social status of a particular social group requires consideration of the specific features of group formation and the roles it plays. The civil service is closely related to the type of state in which it operates as a socio-professional group. Taking into account the characteristics of historical development and current trends in the civil service will become a necessary element for the study of the social status of civil servants.

The social status of a civil servant can be understood as his position in society in relation to the position of various citizens engaged in other activities. Although it is static by nature, it is also dynamic in relation to its role in society. [23]

Some scholars highlight four components in the context of the concept of civil servant status. [24] The first is the direct dependence on the nature of the work of preparing, making and implementing decisions in the field of executive and administrative activities of the state. This is closer to the component of the general concept of the political status of a civil servant, in which the civil service is intended to implement public policy in a particular area of public life.

The second is the right of civil servants to exercise their powers representing the interests of the state on behalf of the public body (and thus the state). While this component reflects part of the legal status, it is also a distinctive feature of the social status of a civil servant.

The third is the existence of strict normative regulation of the activities of civil servants.

The fourth is to unite representatives of different professions on the basis of activities in government agencies, while belonging to a special professional status group. [25]

Status is, on the one hand, a unifying indicator of a civil servant in the civil service system, on the other hand, it is a socio-legal status of a civil servant as a citizen engaged in various aspects of public administration.

At the same time, the status of a civil servant depends on the values currently associated with professional activity in society, the state of public

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consciousness and the prestige of the workplace, such as the civil service. In this case, the status determines the level of social respect and the reputation of the civil servant as a social group.

As a rule, the following social norms, enshrined in the legal norms related to the professional activity of a civil servant and adopted in society, are inextricably linked with all: ethics and morals, norms of interaction, for example, norms of expression and protection of economic interests of citizens; norms of conduct, etc.

Citizens perform social duties in order to achieve their social goals in connection with holding a certain position in the civil service. In this case, they will have a special legal status of a civil servant. Legal status is defined as the norms established by the state in public positions for the implementation of professional activities of citizens, and as a result, public-service relations are reflected between them.

The state is the main employer of civil servants. The legal status of civil servants, who have an absolute form of coercion in the form of laws and legal acts, has determined other characteristics that are unique to other citizens in the country.

The main components of the legal status of a civil servant are:

- rights;
- responsibility;
- restrictions;
- prohibitions;
- formal requirements for behavior;
- guarantees;
- responsibility.

According to D.M. Ovsyanko: a civil servant is a citizen who fulfills the obligations of a public office in the civil service in exchange for a certain monetary reward in the manner prescribed by law. Civil servants exercise the powers of public bodies that cover all spheres of society. The main features of the concept of civil servant in the Republic of Uzbekistan are:

First, a civil servant is a citizen of the Republic of Uzbekistan who has reached the age of 18, knows the state language and has a certain knowledge. A civil servant is an aspect of a civil service relationship. An employment relationship is established between a public body and an employee, according to which the employee performs the powers of the public body, state functions, special tasks to achieve certain goals of state building, and the state (public body) in turn: establishes and ensures his rights and interests; social and legal guarantees, responsibilities, financial security. All actions of civil servants are carried out on behalf of the state and on its instructions, and the state exercises control over the activities of civil servants and, where appropriate, imposes coercive measures on them. A civil servant may hold a public office in a public body only;

second, the activities of a civil servant must comply with the requirements of the legislation governing the civil service;

thirdly, a civil servant holds a public office that is funded in the manner prescribed by law. The legislation determines the content of the civil servant's activity, its legal status, goals, objectives and main directions of activity, rights, obligations, responsibilities, restrictions, guarantees. Public positions may be held only by civil servants;

fourthly, a civil servant is awarded qualification levels in the manner prescribed by law;

fifth, the civil servant performs state functions, powers of state bodies, ie in economic, social, administrative-political spheres (financial activity of the state, development of culture, maintenance of a public order and security, customs, banking, taxation, fight against offenses, internal affairs, foreign in political activities, etc.) perform state functions;

sixth, a civil servant often takes actions that have legal consequences (e.g., make management decisions, impose penalties). Such actions may be manifested as legal facts. Such actions of civil servants may create, change or cancel various social relations in the life of the state and society;

seventh, the activities of civil servants are, as a rule, not of a production nature. Civil servants influence the production process through its direction, management, project preparation and other functions.

Civil service guarantees are a set of legal, organizational, managerial and ethical-psychological measures that create favorable conditions for the effective performance of public duties, increase the attractiveness of the civil service, ensure the stability of the social and legal status of civil servants. [26]

Based on the above, it can be said that a civil servant is a person with a special legal status. Its main essence is the right of an official to act (make management decisions) on behalf of the state and for state purposes in relation to clients, citizens and other organizations. This feature is considered to be related to the concepts of "public authority" and "public authority", which are usually occupied by civil servants, which include the function of making administrative decisions. However, this category of individuals is responsible for making or not making administrative decisions and for their effectiveness.

The specific features of the legal status of civil servants as a social community, among other factors, affect the consolidation as a group with a special status, the formation of an administrative environment among civil servants and the choice of vector for the development of public service as a social organization.

The ability to have special distinctive and attractive features, which are sometimes seen as a privilege, allows us to speak about the prestige and prestige of the civil service. In this case, the status of a civil servant should be considered as an impartial

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position of civil servants, enshrined in the law. Reputation and prestige is the informal status of this socio-cultural characteristic.

The social nature of the civil service is manifested in the following scales will be: [27]

at the level of society (the nature of the social institution, its purpose and functions);

on the scale of social values of civil servants (rules, obligations, traditions, norms);

on the scale of evaluation of the performance of individual civil servants (social status, prestige, image, rating).

According to the well-known scientist A. Begmatov, "the prestige of any state in the eyes of citizens depends in many respects on the professionalism and moral character of civil servants." In practice, it is the moral qualities of civil servants that are the governing body in the minds of the population [28] is a key criterion in evaluating their work and determining their status. At the same time, professional qualities and business characteristics are assessed only by the part of the population involved in the activities of these bodies and their officials.

Ensuring the effectiveness of the reforms being carried out in our country at the current stage of development is inextricably linked in many respects in the political sphere, especially with the radical improvement of the civil service. As a result of consistent reforms carried out in the country in recent years, the structure and content of the activities of public authorities and administration have changed radically.

President of the Republic of Uzbekistan Sh. Mirziyoyev New Uzbekistan needs knowledgeable

and determined leaders who deeply understand the aspirations of our people, who consider it a sacred duty to serve them faithfully. He stressed that we will continue the policy of training highly qualified specialists for the civil service with high intellectual potential and innovative thinking, independent thinkers, patriots and loyal to their people, who have mastered modern knowledge and skills. [29]

Conclusion

Civil servants have their own corporate as a social group expressing their needs, interests and demands for achieving their goals goes. If opportunities are not created to meet these requirements, it is in the case of public servants these interests through corruption, i.e. tries to satisfy at the expense of citizens. National, moral and ethical norms in the activities of civil servants have a stronger impact on people than on his behavior as an official. This can have serious negative consequences for the civil service and have a serious impact on social status.

In general, the methods of structural-functional analysis are of theoretical and practical importance for the study of the specific features and social status of the civil service. This implies a hierarchical structure of the civil service as an organization, taking into account the inequality of employees in the process of service activities, the professional division of labor, social differences of employees, and so on. Therefore, these social factors related to the structure of the civil service can be assessed as the nature of the social institution that is leading in the civil service and beyond.

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