

Scientific Basis of Preparing Students for the Management Process in the System of Higher Pedagogical Education

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ARTICLE INFO.

Keywords:

educational system, educational institution, special activities, new requirements in terms of quality, transfer to the regime, stabilization, management and control, professional knowledge and skills, development.

Abstract:

In this article, the management of the educational process in the higher educational institution, new qualitative requirements for leaders and their activities, priority directions, planning, organization, management and control of its objects, professional competence of management, pedagogical, communicative, diagnostic activities are discussed and the components of the research are discussed about the existence of a management process related to the organization, the implementation of the functions that each manager must perform.

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Stabilization of the continuing education system brings the activity of the educational institution to a new, higher level, it sets new quality requirements for the management of the educational process in the higher educational institution, leaders and their activities. Solving these issues is of particular importance in connection with the need to develop and transfer a modern educational institution (students, teachers, managers) to the development mode [1: 11].

Management of an educational institution is a special activity that ensures the organization of the joint activities of students, teachers, and employees through the planning, organization, management and control of its objects and directing it to the final result.

The professional competence of the head of the educational institution consists of the management, pedagogical, communicative, diagnostic and research components of the activity, the optimal implementation of management functions to achieve the goals, the level of professional knowledge and skills, the development of personal qualities of professional importance determined by the level. [2:7].

Currently, management of educational processes is a complex task that cannot be successfully completed using only simple formulas. A manager must integrate common truths and an understanding of the importance of many different situations. The manager must understand and take into account the important factors that affect the educational process from the outside (external variables) or the components of the process (internal variables), as well as take into account the impact of the organization on society.

According to researchers, there is a management process relevant to any organization, which consists of the implementation of functions that every manager must perform. [3; 20].

In general, the development of the educational process management system and its implementation is one of the priorities of the state education policy of the Republic of Uzbekistan.

The problem of management of educational processes is also given attention in the National Program of Personnel Training. Currently, the following specific measures have been taken to implement the tasks of this program:

- In accordance with the Law "On Education", the distribution of powers of the management bodies of the continuing education system at all levels is ensured;
- The department of quality control, certification of teaching staff, certification of educational institutions was established at the State Test Center under the Cabinet of Ministers of the Republic of Uzbekistan;
- development of the legal framework for the management and operation of continuing education;
- giving the state-public character to the management system of education and educational institutions;
- regionalization of the education management system;
- organization of higher management bodies of educational institutions in the form of boards of trustees or administrative boards, which include representatives of external organizations, local state authorities, constituent organizations, business circles (recruiting staff), public organizations and foundations ;
- creation of effective forms of management of large educational, scientific and production complexes (associations) based on the integration of education, science and production [1; 42; 84].

When considering the characteristics of the management of an educational institution, it is necessary to remember that this goal is guaranteed and regulated by various conditions and factors - without the appropriate resources and personnel, there can be no question of effective management of educational institutions and processes. [4:44].

In practice, we are faced with the action (or reaction) of all conditions and factors that affect the management process and the achievement of a given goal. Our research task is to cover, analyze and account for these conditions as much as possible. However, it is clear that it is almost impossible to do this within the framework of a single dissertation work. Therefore, sharing the opinions of Sh.E.Kurbanov and E.A.Saitkhalilov, management activities in the educational institution and its impact on the educational process, scientific research and implementation of practical measures to improve the quality of management we believe that the most optimal direction is to improve the process of training students. Sh.E. Kurbanov said that the management of personnel training and reform of the education system should be carried out systematically and purposefully, including mandatory monitoring of reforms, which will provide correct (accuracy) in solving the tasks envisaged at each stage. Development of a national program of personnel training and improvement of the level of stability of the reformed systems and the efficiency of their future activities.

In R.Sh.Ahmidinov's dissertation research, the essence of systematic management is revealed as the most complex type of management of innovative processes, requiring managers to have a high

management culture and the maturity of pedagogical personnel [5:44].

In the work of S.T. Turgunov, the methodological bases of management activities of directors are scientifically substantiated, the functions and methods of management are defined.

A comprehensive concept of educational management prioritizes the specific phenomena of the management process, which it considers to be a unity of different parties. In some cases, management is, first of all, economic relations, in others - psychological, etc. In our case - educational, pedagogical, psychological, social and others. But often specific phenomena of management (based on the final decisive role of educational processes) combine certain combinations of various aspects or even complexes.

Based on the research topic, we relied on following conditions:

- all subjects of the educational process and the management process have the necessary qualifications and are interested in improving the efficiency of their activities and the management of the educational institution and process;

- the process of preparing students for management activities involves the creation of conditions and the introduction and use of special organizational and management solutions aimed at objectively evaluating the maturity of the student, the future leader as a person;

- introduction of special organizational, management, structural and substantive conditions and measures for effective management of the educational process;

- the readiness of the pedagogical team to manage the educational process, which requires the management and employees of the educational institution to acquire management skills and control using various methods;

- ensuring the continuity of management knowledge between students, teachers and different levels of educational institution management.

A qualitatively new stage of educational process management takes into account national traditions, rich historical and spiritual heritage of our people, relying on the experience of developed countries [6: 57-60].

The laws of governance in Uzbekistan go back to their roots, dating back centuries to the reign of the great Master Amir Temur. "Temur's Laws" includes the following 12 areas:

1) compliance with Sharia rules and adherence to the Islamic religion;

2) the country, relying on the public and the people as the basis of the state, conducts work and politics in solidarity with all groups and classes;

3) implementation of prudential activities and business activities with the participation of "Kengash" (council);

4) manages state affairs based on the rule of law;

5) governs the state by having good relations with emirs and officials, showing respect and honor to them;

6) fair management;

7) treat sages, saints, architects, historians with respect and reverence as dignitaries;

8) with a firm intention to solve and finish the planned issues;

9) treat ordinary people with attention, respect the traditions of every nation, every city and village;

10) treating Turks and Tajiks, Arabs and Persians, people of different classes with respect. Show humanity, grace and respect to the people you show friendship to;

- 11) do not forget children, relatives, friends, neighbors, be friends with them;
- 12) respect officials regardless of whether they are friends or enemies [7:22].

In our opinion, Amir Temur's management code is imbued with humanitarian ideas and the democratic spirit of management.

“Temur Tuzuklari” [25] was a reference for many rulers after Amir Temur. Thus, his grandsons Husayn Boykara and Zahriddin Muhammad Babur followed the advice of Sahibqiran. In his will to Babur's son Nasiruddin Muhammad Humayun, in the book “Baburnoma” [7; 25], Sahibqiran advises not to forget Amir Temur's instructions on managing the state. The above tips have not lost their importance even today.

To become a manager, you need to know your professional relationship with management, master the amount of knowledge directly related to management, adhere to certain standards, and even external attributes of behavior that are usually characteristic of managers. A full-fledged manager must know foreign languages.

At the same time, students should not forget that he is a leader who knows his job, knows how to manage well, and can achieve his goals regardless of his appearance and education.

The literature on the foundations of management gives a fairly complete picture of the state of management thinking. By reading it, in particular, one can form a certain position on the traditional, but still relevant question: is management a science or an art? There are enough reasons to claim that it is a synthesis of science, art and experience.

Scientific management is one of the directions of the classic management concept, in which the main focus is on scientifically based changes in methods.

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