

DEVELOPMENT OF MANAGERIAL SKILLS IN STUDENTS OF HIGHER EDUCATION ORGANIZATION AS A MEANS OF INTEGRATIVE AND DIDACTIC TRAINING

Tojibayeva Nazokatkhon Kobiljonovna

Doctor of Pedagogical Sciences (PhD)

Tashkent State Pedagogical University

Аннотация: Мақолада педагогнинг олий таълим ташкилотларида талабаларнинг стратегик режалаштириш, менежмент ва лидерлик кўникмаларини шакллантириш мақсадида семинар-тренинг дастури ишлаб чиқиш, менежерлик кўникмасини ривожлантириш жараёнларини ташкил этиш механизмлари фан-техника ютуқларига асосланган энг самарали технологиялар ва ўқитувчилар ўз фаолиятида афзал билган ҳамда илмий асосланган воситалар ҳақида фикр юритилади.

Калит сўзлар: менежер, менежмент, маркетинг, лидер, мақсадли заруриятлар, жамоа заруриятлари, индивидуал заруриятлар, молиявий ва меҳнат ресурслари, ахборот, Top management, Middle management, Lower management.

Annotation: the article discusses the most effective technologies and tools that teachers prefer in their activities based on the achievements of Science and technology in the development of a seminar-training program for the purpose of formation of strategic planning, management and leadership skills of students in higher educational organizations, the mechanisms of Organization of processes for the development of managerial skills.

Keywords: manager, Management, marketing, Leader, target needs, team necessity, individual needs, financial and labor resources, information, narrow management, Middle management, Lower management.

Аннотация: В статье рассматривается разработка программы семинара-тренинга по формированию навыков стратегического планирования, управления и лидерства у студентов высших учебных заведений, наиболее эффективные технологии, основанные на научно-технических достижениях и наиболее предпочтительные и наукоемкие инструменты преподавателей.

Ключевые слова: менеджер, менеджмент, маркетинг, лидер, целевые потребности, командные потребности, индивидуальные потребности, финансовые и человеческие ресурсы, информация.

Recently, a significant change in the management style has occurred due to strong competition between Western countries. Previously, a manager who quickly adapts to changing conditions was considered a successful manager, now a good manager is understood as a specialist who not only quickly adapts to changing conditions, but also introduces innovations for an educational institution and acquires it. Therefore, the task that is poured in front of the manager is to first turn desire into opportunity, and then the opportunity into reality.

In our language, such concepts as "manager", "Management", "marketing", "Leader" are often used. Sometimes when we talk about the director of organizations, they say that he is a good manager. This means that he is a modern leader who is fundamentally different from the management style in the old system of command and bureaucracy, uses modern management methods in organizing work in an organization.

Even if a large number of "School of managers" is being opened, a "Managers club" is being created, a "Managers seminar" is being held, the gap between the manager and director of the institution in the human mind has not fully formed. The words "manager" and "management" were in circulation in English as early as the beginning of the last century. And since the second quarter of the 20 centuries, with the help of modern management methods, the word manager began to be used in relation to a person performing a clearly defined task.

The manager does not always have to be the head of an educational institution or a person in a high position. Managers operate in all areas of management, according to Americans, a manager is a person who performs a task assigned to him in this organization with a certain number of pedagogues attached to him.

In the West, there are the following levels of managers:

* Narrow management is a higher level of management, for example, the general director.

- Middle management is the middle level of management, for example, the head of the Department.

- Lower management is a lower level of management, for example, the head of a small department or division.

Any action carried out by the manager; any decision made is considered an event with a managerial nature. The manager's activities can be measured by the achieved achievements and indicators. Management is closer to multitasking practice than theory in science.

The important thing is in management - to pour a goal that suits the interests of the team itself, that is, management is objectives (target management). It is in this place that the difference between a manager and an old-style leader arises. Another of the manager's tasks is to ensure the profitability of the organization using the current situation wisely

The main task of management is to create conditions for the successful functioning of an educational institution. In order to form strategic planning, management and leadership skills of students in pedagogical higher educational institutions, a seminar training program was developed within the framework of our research work. The following classes were developed for students of pedagogical higher educational institutions selected on the basis of the program.

The concept of management is Description and explanation to students.

Currently, the management of the organization is such a complex work that not everyone can do it. Thanks to this, management in almost all large Western companies

is formed as working groups, and one person appears as a manager. Other members of the group also have equal rights with this leader.

Project Management-a system of work procedures and approaches necessary for the implementation of the project.

Project management-the achievement of the poured goal with the help of Planning, Organization, promotion, control processes, effectively using available resources.

Leadership is the development of orders, advice, Control and rules that have a "conundrum " character.

Project - Time is a limited and complex task. As an organizational form of projects, "Project Management" serves, and it is carried out using a special headquarters or a separate structural unit with a matrix view.

A program is a set of projects and activities aimed at a goal.

Management-issuing orders, administering and directing, that is, putting into practice the rules produced.

Planning is an activity related to determining the sequence of actions aimed at achieving a goal.

Organization-the distribution of tasks and tasks for the embodiment of the purpose of the organization, the emergence of a connection between the system and its elements.

Coordination-ensuring the interaction between departments, projects, directions in the organization.

The project structure of management is a structure that provides for the implementation of a complex of specific tasks. Its essence is to attract the most qualified specialists with the help of available material, financial and labor resources for the implementation of the project within the specified period.

External communication resource of the enterprise, similar to information and material, financial and labor resources.

The successful professional formation of the personality of the future educator, the formation of the future leader and Leader, work on oneself with great interest, the assimilation of new knowledge, the study of information aimed at the management of educational institutions and the effective organization of work activities, that is, management depends on the means of organizing the processes of Skill Development.

The mechanisms for organizing the processes of development of managerial skills in Educators of future preschool educational institutions are considered as the most effective technologies based on science and technology achievements, and a system consisting of all the tools that teachers prefer in their activities and which are scientifically based. In this case, on the one hand, collaborative activities in the processes of developing managerial skills, and on the other hand, educational relations play an important role in improving the processes of developing professional skills. In the processes of development of managerial skills in Educators of future preschool educational institutions, the organization of joint activities of students with teachers, that is, the formation of Subject-subject relations, is carried out on the basis of educational relations, and in this process, managerial skills develop. The development of educational relationship processes will be inextricably linked with the effectiveness of the collaborative activities of teachers and students in the environment of developing managerial skills, as well as with integrative and didactic activities. According to some experts, leadership complements the concept of leadership in increasing the effectiveness of team activities. G. Kunts and S.O. The Dannels found that “if subordinates are governed according to the procedures and needs established by the leaders, they can work at an estimated level of 60 or 65% of their capacity, that is, in order to remain in their work, simply fulfilling their obligations at a satisfactory level, in order to take full advantage of the capabilities of subordinates. The theoretical and methodological foundations of the means for the development of managerial skills are new ideas that give rise to a new form of pedagogical processes, determine the qualities of the structural structure of Education.

Integrative features characterizing the means of developing managerial skills in pedagogical activity in students can be divided into the following groups:

- general principles of Organization of activities in the innovative order;
- * the presence of ideas related to the development and improvement of professional and pedagogical skills of future educators;
- * organizational and methodological activities for the development of the team as a social organism and the creation of a team of future educators-inventors;
- * improvement and implementation of educational programs with a new structural structure and developed content;
- * psychological and pedagogical support of educational subjects;
- taking into account the individuality of the subjects when improving psychological service in an educational institution;
- * to establish the cooperation of students, teachers and parents who are interconnected for the implementation and development of educational and educational tasks. In these cases it is necessary that the functions of the educator and the researcher also be performed as management functions.

In our research work, we substantiated the development of managerial skills in pedagogical activity in students of the preschool educational direction by means of integrative and didactic classes through the next seminar training program (See Appendix 2). In order to form the qualities of managing the educational environment in students, various games were used, some were improved.

Sometimes, for example, it is also necessary to be a dictator when doing a quick job. Such a situation does not require a detailed plan or an informative approach. Sometimes there are situations when the dictatorial style of management is not supported at all. Each pedagogical educator requires an individual approach to himself. The leader must know how to manage mainly subordinates, since the peculiarities of the collective organization are such that instead of organizing the work of the teachers of the chief, he will tend to do more of his work. The danger of this style is that everyday affairs will pull you over. As a result, you will spend so much time on them

that you will not be able to think in the form of improving the work of your organization. Some leaders are consciously "buried" in work to avoid possible adverse situations and finding solutions to this complex issue. Remember, in the last few weeks you have not found your educators in situations where you have fulfilled their mission? It is important that you realize that you are acting as its leader, and not as an ordinary member of the team.

In these cases, the "three necessities unit model" is used.

- * Targeted necessities
- * Team necessities
- * Individual necessities

This model was used to address the three-part issue with the attention of all managers who manage the personal.

A.D. The organizational and managerial skills of their students are studied by derzhania, which gives the following definition: "organizational and managerial skills consist in analyzing the educational process, describing goals and alternative methods of achieving them, performing actions to choose the optimal solution, fulfilling the decision made, solving the problem in the team."

Therefore, managerial skills are, first of all, planned: the implementation of both personal and professional activities is a sequence of actions that will help the team achieve the result. The formation of managerial skills is the assimilation of this system of actions that guarantees the future leader the effectiveness of solving the tasks assigned to him in order to achieve results in professional activity and the technology of achieving success in management.

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