

Features of improving the Management System of Preschool Educational Organizations

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Abstract

The article is devoted to the improvement and modernization of the management system of preschool educational organizations. The author also developed the theoretical and methodological foundations of the organization of management consulting in preschool organizations.

Key-words: Preschool Education, Management System, Consulting Services, Management Concept, Innovative Approach, Competitive Personnel, Quality.

1. Introduction

Today, in the period of modern reforms in the preschool education system, socio-economic development and deep-rooted market economy in our country, a number of new requirements have emerged in accordance with the national training program. The most important of them are: socio-psychological diagnostics; analysis and regulation of interpersonal relationships, leadership relationships in groups; management of functional and social differences and stresses; providing the education system with modern information technologies; analysis of the needs of pedagogical staff; ensuring professional and socio-psychological adaptation, retraining and advanced training of pedagogical staff; preschool education organizations (PEO) improving the management system; a new approach to the management of preschool education; issues of labor relations in preschool education institutions.

2. The Main Results and Findings

This is not only a problem of management in the preschool education system, but also the improvement of management by preschool leaders and the implementation of innovative management methods, as well as the formation of the ability of leaders at different levels to anticipate and positively address existing problems in management.

The ongoing reforms in the preschool education system in our country require changes and improvements in the management mechanisms of the preschool education system, ie the abandonment of administrative command methods of management and the formation of a management system based on socio-economic, modern and democratic principles. This is one of the most important requirements of today, which defines not only management problems, but also the tasks of organizing and shaping the management activities of entities, first of all, to identify, adapt and implement guidelines for improving the management of various levels of management. Therefore, the ongoing reforms in the development of preschool education require the use of the most effective, innovative methods of management based on scientific and technical achievements, knowledge, skills and abilities in management, new personal and professional qualities in the quality organization and management of the educational process in all preschool institutions.

Even before the formation of "management" as a science, there were great people who understood and applied the essence and content of this process, successfully led groups of different people, passed on their experience and views to future generations, and it is important to study their ideas. . Sahibkiran Amir Temur is one of such people. We can learn his rich legacy of governance from the historical literature. It is also possible to read the "Statutes of Timur" and analyze the peculiarities of governance [1].

Amir Temur's phrase "If every governor is not as important as his whip, he does not deserve the position of a prince" shows that he paid special attention to his personality, leadership of the group of people, professional and personal qualities [1]. Having studied the heritage of our scholars Hodja Samandar Baqo Termezi, Abu Nasr Farobi, Alisher Navoi and other great ancestors, we see that even in those days, the ways of solving problems that are relevant today in the field of governance were shown.

According to Alisher Navoi, "Sultan is the soul of the country. Just as a lover cannot live without his beloved mistress, so a country cannot live without a king. The king is the one who unites the people, the country, centralizes the existing forces, the accumulated wealth, and directs it to good and great goals".

Alisher Navoi's ideas and reflections on governing the country were expressed in various forms in his epics "Khamsa", "Mahbub ul-qulub", "Nazm ul-javohir", "Tarihi muluki Ajam", "Munshaot", "Vaqfiya". found The position of the king in the destiny of the country, in the life of the people, was associated by Navoi with Islamic concepts, even deified as "Zilli divine" ("shadow of God"), and in this sense has a certain traditional meaning. Alisher Navoi in the epic "Hayrat ul-abror" in the "Chapter about the sultans ..." said, describes a farmer (gardener) who does not allow them to dry.

Abulqasim Firdavsi, Yusuf Khos Hajib, Nizami Ganjavi, Sheikh Sa'di, Adib Ahmad Yugnaki, Amir Khusrav Dehlavi, Haydar Khorezmi have written thousands of beautiful lines about such positive and creative activity of kings in Eastern literature, including Uzbek literature.

The works of the above-mentioned great scholars reflect the experience and scientific ideas in the development of economic, cultural, spiritual and enlightenment, scientific fields, as well as in management, which are important today, and the careful study and creative use of these works in the development of modern management. is of particular importance.

Management consulting has been evolving since the 1950s. Since then, the International Labor Organization has begun to pay more attention to the development of management consulting services and the dissemination of experience in the participating countries.

The main purpose of the concept of management consulting is to increase the efficiency of the company's activities and identify the factors that prevent it. It is necessary not only to develop ways to improve the current situation, but also to show possible ways to solve similar problems independently in the future, that is, to develop the client's skills of analysis, evaluation and effective action. In the process of achieving the main goal, a number of tasks can be solved in different directions, in turn, according to the types of tasks, management consulting can be conditionally divided into the following groups:

Strategic consulting. Develop strategies for achieving long-term and short-term goals and detailed plans for their implementation. Strategic consulting helps to develop an effective business model.

Marketing consulting. Conduct research and develop the company's marketing strategy.

Personnel consulting. Analysis of the activities of management staff, including the development of recommendations based on the results of certification and its implementation. Development and implementation of employee incentive systems.

Creating a system of preschool education management - analysis and optimization of management accounting systems: the division of powers, functions, responsibilities, the creation of a

system of educational processes and forecasting and information exchange, the creation of an optimal roadmap for the organization.

The main principles of management consulting services are competence, specificity, consistency, creativity and efficiency. The development of management ideas in recent years is associated with the solution of problems of pedagogical management. The term pedagogical management means "the management of people and the use of tools in humane, economic and effective ways to achieve the goals and objectives."

Sometimes the term "pedagogical management" is understood to be synonymous with the terms school management or education management. In our view, such an interpretation is less accurate and is synonymous within the concepts of 'education management' as well as 'general secondary education management'. The word "pedagogical" is broad and has slightly different meanings.

Defining the tasks of pedagogical management, VP Simonov noted that the important actions of the subject of management depend on information, and information is necessary for management, which is the subject and result of management activities.

Pedagogical management has three functions: decision-making (command, order, recommendation, etc.); organization of execution of the accepted decisions (logistical support, mutual agreement, consideration of personal needs of executors); initial, current and final control (accounting for results, analysis and evaluation of effectiveness). As can be seen, all the features highlighted by the author are complex in nature and indicate that the process is complete.

Achieving the intended management goals requires the head of the preschool organization to have a broad outlook and humanistic thinking, in which he must define the specific tasks to be solved by the social institution - the preschool organization. The basic principles of preschool education management as a system of activities are determined by the following factors:

first, they reflect the individual actions of the performer and the sequence of the whole activity;

second, it provides rules for performing certain types of work over a period of time;

third, they set requirements for the qualifications and composition of the executors for a particular activity;

fourth, determines the amount of information required and its main sources in terms of the optimal situation;

fifth, it determines their economic performance and key outcomes.

If we recall the methodological guidelines of general management, then in the system of preschool education, management also organizes activities in accordance with the model - input, process, output, control. But the peculiarity of education is that activity management is the understanding of the development and self-development of learners, the process is a prerequisite for its existence.

As mentioned above, one of the main functions of management is planning, organizing, motivating and controlling.

Solidarity is the leading ability of an effective manager. A team, or management team, is often referred to as organizational management. The sum of all managers actually determines the success or failure of the entire institution.

Managerial management forms personnel, establishes a system of relations between them, including directing them to the process of teamwork. In this regard, one of the important tasks of management in an educational institution is to promote the development of educators: empowerment, personal growth, including moral and spiritual development. It is known that top managers - directors of preschool education institutions, Methodists should be people with high qualifications and general culture. Management must perform the function of motivating educators on an equal footing with supervision.

The main tool of managerial work in preschool education is based on communication with pedagogical staff, involving speech, material and operational means, as well as taking into account the conditions and knowledge of how to achieve the goal.

In the context of the strategy we are considering, the role of the leader in the professional training team is of particular importance. The importance of effective leadership is generally accepted in any reform. The implementation of reforms in the pre-school education system cannot be imagined without the strong leadership of a competent leader.

One of the main sources of successful development of an institution is community organizations. The general direction of work with personnel is determined by the personnel policy implemented by the manager. It is the recruitment, evaluation, placement, training and adaptation of staff. Personnel management, as well as material and financial resources should be structured in such a way that it is important to ensure timely and adequate measures to achieve the goals of tactical and strategic development of preschool education, change the organizational structure, simplify the tasks of department heads. Therefore, the management and organizational improvement of staff in the preschool institution becomes one of the most important tasks of the head of the preschool institution. A successful relationship with the team is an incentive for employees to be able to manage their own

activities. Responsibility for the results of the work allows the transfer of authority to carry out the basics. One of the main tasks of the leader is to make and implement the right decisions, to work on the basis of the ideas of modernization of modern preschool education.

In the general case, the style of management activity is a complex system covering many levels. Changes in leadership styles in modern rapidly changing conditions are determined by changes in socio-economic conditions in society, as well as changes in the personal characteristics of the leader with age, professional management skills and competencies, social status of personal development, marital status, education and other factors. At the same time, the manager's unique understanding of the purpose, content and essence of management activities is reflected in his attitude to the goals and objectives of himself and the institution.

Style is the most necessary and basic constituent element of management activity and depends on the individual characteristics of the leader. Therefore, one of the important qualities of a leader is the ability to use different methods, the ability to apply them depending on different situations and circumstances. Managers need to take into account a number of factors identified in the choice of this or that style, to improve the activities of the preschool, to use pedagogical methods wisely in motivating and coordinating the activities of teachers, to apply innovative management methods.

Innovative leadership style involves the creation of personal interests of employees in the results of the innovation process in achieving the goals based on the development of general secondary education, coordination of staff activities, the introduction of innovations in the educational process.

Research on the problem shows that the limited knowledge of managers about the objects of management, the content and essence of innovative processes, the management system can not meet the needs of specialized management, which in turn affects the effectiveness of innovative activities and the quality of training of competitive graduates. proves.

Today, educators of preschool education organizations need to be constantly on the lookout for innovation, to think, to change their psychological attitudes, as well as to work on the basis of the formation of innovative ideas in others. Working with such educators, that is, managing the staff that can lead the team and organizing their activities, has its own characteristics.

Therefore, the director of preschool education must have the necessary knowledge, skills and abilities to create and implement innovations, effectively use the potential of inventors, promote their experience, popularize, evaluate the results of innovative activities, especially at the level of preschool and pedagogical community.

The introduction of pedagogical management in the practice of modern preschool education provides the population with variable educational services, development, democratization and participation in innovative processes, while preschools move away from uniformity. But such a significant change in the object of management - leads to an increase in the quality of the management system of preschool education institutions.

Summarizing the above, we can conclude that management in preschool education works as a set of principles, methods, organizational forms and methods of management of technological education systems, aimed at increasing their effectiveness.

It is advisable to use the following management methods in the management of preschool education, namely:

- Economic methods (economic incentives);
- Administrative methods - regulation of the activities of performers, its regulation, work with personnel, influence of psychological and pedagogical methods - favorable psychological climate, stimulation of creativity and initiative, forecasting, analysis of social prospects for the development of educational institutions;
- Methods of social interaction - development leads to the introduction of collective democracy, fair competition, tolerance, professional prestige and image.

The results of the study show that for a preschool organization where the integration of all major forms of educational innovation is carried out, it is necessary to create an excellent management structure enriched with innovations, creating opportunities for expansion, development, support, improvement and coordination of innovations.

3. Conclusion

Taking into account that the content of management activities is reflected in the implementation of various functions, the functions identified during the theoretical analysis, which are important in the management of pedagogical systems (information-analytical, target-motivational, pre-planning, organizational-executive, control diagnostics, regulation and coordination), the use of an integrated system of management methods (economic, organizational-administrative, socio-psychological, data collection) that is useful in the implementation of these management functions in the design of management activities of principals and coordination and improvement of preschool education is one of the most basic conditions of organization on the basis of.

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