



Understanding of educational institution management

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Abstract: Management is not a process unique to production. Perhaps it is very important to properly organize the management of social spheres, as well as in the educational system. Currently, the movement of a scientific approach to the management of a single pedagogical process has increased. This is very important for the formation of personnel with high intellectual potential. The article covers the concepts of educational institution management.

Key words: Education, management, pedagogy, concepts, function, method.

Let's understand the social nature of management. Management means to have an organizational, planned, systematic influence on a certain object. Management of pedagogical activity of an educational institution is planning, organizing, encouraging, monitoring the results of the pedagogical process according to the nature of the activity of the educational institution. and is a management activity carried out for the purpose of analysis. Today, new concepts on the management of educational institutions are entering the science of pedagogy, their essence is deeper than the previous ones. For example, instead of the concept of "influence", concepts such as "interaction", "cooperation", "reflexive management" are used. The theory of management of educational institutions was enriched with the theory of management of educational institutions. Management theory is characterized by trust in employees, creation of conditions for their productive work and mutual respect. Management usually refers to the work of persons officially appointed to leadership positions. Coaching also applies to management. Management (or management) is the process of influencing and cooperating with a specific employee or group in order to achieve maximum results from the minimum available opportunities. When talking about the management of the educational institution, it is necessary to emphasize that in paragraph 4.6 of the "National Program of Personnel Training" of the Republic of Uzbekistan, the nature of the process is discussed in detail. According to this document, the management of the educational institution envisages the following situations:

1. Continuous education system and training of personnel, structural change of state and non-state educational institutions and their consistent development are managed by the state;
2. the spheres of competence of educational management bodies at all levels are determined in accordance with the Law "On Education";



The Peerian Journal

Open Access | Peer Reviewed

Volume 14, January, 2023.

ISSN (E): 2788-0303

Website: www.peerianjournal.com

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3. the normative-legal base of education is developed;
4. the rights of educational institutions in carrying out financial and economic activities and organizing the educational process will be expanded and their independence will be ensured;
5. educational institutions are certified and accredited according to the procedure established by the Cabinet of Ministers of the Republic of Uzbekistan. According to the results of accreditation, the right to work in the field of education is given;
6. an effective public management system of educational institutions will be introduced through the system of trusteeship and monitoring councils, which includes founding organizations, local authorities, trade and industry circles, public organizations, foundations and patron representatives.

In addition, scientists emphasize that educational management has a number of unique characteristics. Among them, the following features are the main ones:

1. educational management has a moral dimension defined by the word "purposefulness";
2. educational management is a science and an art (because the interaction between people plays a big role in it);
3. mutual dialectical unity of the interests of the individual, the state and society, which is reflected in the content of management;
4. active participation of the public in education management.

As can be seen from the above, the education system is now being transferred from state management to state-public management. The goal of state-public management is to solve the current issues of educational institutions in cooperation with the state and the public, to expand the rights and freedom to teachers, students and parents in choosing educational programs, types, and educational institutions.

2. Management functions. Management methods and methods.

Management function means a set of tasks aimed at solving specific tasks related to the management of this or that object.

Information-analysis function. This function was developed by Yu. Konarzhevsky and occupies a special place in management; where the process of obtaining and analyzing information begins and ends.

Preview-scheduling function. Goal-motivation serves as the initial basis for the function of foresight (understanding) and planning of management activities, the foresight-planning function determines organizational forms, methods, influencing tools, the standard of control and serves to evaluate the results, and also allows to coordinate and regulate the pedagogical system and the actions and activities of its participants.

Goal-motivational function. Motivation implies the organization of activities aimed at arousing interest in all management subjects in order to achieve the specified goal.

Organizational-executive function. This function is expressed in all areas of management activity. This will be related to the selection and placement of personnel, the formation of the interaction system of the performers, the activities of collecting and processing information. As a result, a structural structure specific to one or another pedagogical system is created.

Control-diagnostic function. Control is one of the active stages of the management process, which is related to all functions of management. In general, control is the process of comparing the



The Peerian Journal

Open Access | Peer Reviewed

Volume 14, January, 2023.

ISSN (E): 2788-0303

Website: www.peerianjournal.com

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planned result with the actual achieved results, which provides an opportunity to determine the success of the activity.

The regulation-coordination function serves to maintain the condition of the pedagogical system at the necessary, specified level, to raise it to a new level of quality, and to correct any mistakes made in the pedagogical process, as well as to regulate the behavior of the participants of the pedagogical process.

Management methods. Four main groups of methods suitable for management of educational institutions in modern socio-economic conditions can be distinguished: economic, organizational-administrative, social-psychological and information gathering methods.

Economic methods perform the same tasks as economic methods, only the methods and forms of their influence differ from each other.

The purpose of using the organizational-administrative method is to establish the mutual relations, connections, organizational stability, discipline, reciprocity and agreeableness, orderliness and continuous development that must exist in the team in order to achieve the set goals. is to provide in accordance with public documents.

Social-psychological methods provide for the creation of such relations between team members, in which the conditions for managers to act freely, express themselves, freely participate in various processes, express their opinions, and it is necessary to create a creative environment.

Management styles. A management style is a set of working methods that this management apparatus uses in its operation. Management style is a set of personal qualities of the leader, the relationship of the leader with his subordinates, the methods and methods used by the leader in his activities, the leader's practical knowledge of the employees.

The Pedagogical Council is the governing body of the educational institution. The Pedagogical Council unites pedagogical staff in order to develop and improve the educational process in educational institutions, all organizational coordination related to the activity of the institution, and to develop the professional skills and creativity of teachers and educators. The Pedagogical Council is the highest management body of the educational institution.

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Volume 14, January, 2023.

ISSN (E): 2788-0303

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Volume 14, January, 2023.

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Website: www.peerianjournal.com

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