

ORGANIZATION AND MANAGEMENT OF EDUCATION AND TRAINING PROCESSES BASED ON MODERN PRODUCTION TECHNOLOGIES

Jamshid Shamshidinovich Kazimov

Kokand State Pedagogical Institute, PhD.

ABSTRACT

In the developed countries of the world, the educational policy aimed at meeting the socio-economic needs of the individual, the state and the society, in order to educate a well-rounded and well-rounded person, instills the need for students to acquire knowledge and thoroughly master the news, the basic academic-scientific, general cultural knowledge, spiritual and moral qualities based on national and universal values. , implies the formation and development of skills of creative thinking, conscious attitude to the environment. From this point of view, it is urgent to develop and improve mechanisms for ensuring the consistency, integrity and continuity of educational processes and innovative technologies that serve to increase the effectiveness of this process in the training of highly qualified and competitive personnel.

Keywords: education, management, education process, modern education technologies, competitiveness.

INTRODUCTION

In the processes of consistent reforms in the field of education in our country, fundamental improvement of educational processes organized in general secondary schools on the basis of a systematic approach is becoming an objective need. In the action strategy for the further development of the Republic of Uzbekistan, the issues of “educating physically healthy, mentally and intellectually developed, independent-thinking young people with a firm outlook on life, loyal to the Motherland” are defined as one of the priority tasks and determines the need to consider it as a complex pedagogical system with analytical directions.

The analysis of the methods and approaches used in the processes of organization and management of educational processes in developed countries of the world shows that it is necessary to consider the educational processes organized in educational institutions as a complex pedagogical system and the mechanisms of organizing and managing educational processes in accordance with the characteristics of the pedagogical system improvement is necessary.

RESEARCH METHODS

Analysis of pedagogical, psychological and methodical sources, interview, observation, questionnaire survey, test, modeling, expert assessment, pedagogical experimental work, information gathering, data summarization and processing.

LITERATURE REVIEW

The level of study of the problem. In our country, a number of scientists have conducted research on some areas of ensuring the effectiveness of educational processes, including R.Kh.Djuraev, R.Sh.Ahmidinov, Sh.E.Qurbanov, E. It was studied by specialists such as A. Seytkhalilov, M.

Mirqasimov, U.I. Inoyatov, H.F. Rashidov, S.T. Turgunov, J.K. Fozilov, M.A. Yoldoshev, N.S. Mamadov.

In the literature, the meaning of management is interpreted differently, for example, the French scientist A. Fayol calls management a powerful weapon that sees the future, controls the organization, organizes activities, coordinates activities, and controls the execution of decisions and orders [1, 8].

In a number of studies, management is interpreted as an activity related to the regulation of human behavior [2].

Some researchers define management as the influence of one system on another, a person on another person or a group, or goal-oriented influence, change of the object as a result of the subject's influence on the object [3].

RESEARCH AND DISCUSSION

According to studies, the development of management ideas in recent times is related to solving pedagogical management problems [4; 121]. Pedagogical management refers to "management of people and the use of tools in a humane, economical and effective way to achieve the goal and fulfill the assigned tasks" [5, 29].

Therefore, the management of education and training processes involves the fulfillment of several tasks, that is, the creation of necessary and sufficient conditions for the participants of this process, the organization, coordination, control, analysis and objective evaluation of their activities, as well as the selection of tools that serve to ensure the effectiveness of this process. , includes the implementation of tasks such as preparation of scientific and methodical products, provision of new pedagogical and information technologies.

Therefore, it is important for teachers to have not only pedagogical experience, but also concepts such as the functions and methods of managing educational and educational processes, their use, the essence of management, leadership styles and their use.

In the studies, the organization and management of education and training processes are distinguished by methods that include encouraging the participants of these processes, showing collective influence, that is, involving students in the management of the educational process [6]

Today, it is unthinkable to ensure the effectiveness of education and training processes without the methodology of a systematic approach. It is necessary to consider all the educational and educational processes organized at school as a complex pedagogical system. That is, according to their connections and dependence, they should be imagined as a whole. When studying the effectiveness of education and training processes, it is determined that the relations between each process and the characteristics of interdependence and the effect of each component belong to the whole system.

A number of scientists who have conducted pedagogical research in the direction of the systematic approach cite the specific aspects of this approach as follows:

- ensures the interconnection of components, interacting parts and joints in the form of systematicity and integrity, as well as the implementation and development of its functional tasks;

- one of the main components in the pedagogical system is the goal, and methods and means are necessary to achieve it. The movement of the system and its components in achieving the goal determines the essence of the system function;
- the change of the pedagogical system depends on internal conflicts.
- incoming and re-transmission of information to the pedagogical system is the relationship of the system components with each other or with the whole system and the system with the external environment;
- management aspects define the difference between existing, required and planned perspective systems.

The person-activity approach is important in the process of organizing and managing education and training processes, ensuring students' activity and motivating them to perform tasks set according to specific goals.

In this approach, the individual and his activities are studied in a related manner, based on this approach, attention is paid to ensuring the activity of students in the processes of organization and management of education and training processes, and in turn, the activity of the student as a subject is determined through the development of independent, free, critical, analytical and effective thinking.

When determining the activity of the student as a subject, the development of independent, free, critical, analytical and effective thinking, it is necessary to take into account the rapidly changing characteristics of education and training processes. Rapidly changing characteristics of education and training processes, ensuring the student's activity according to the internal and external situations in a certain environment, implies the implementation of a situational approach to the processes of organization and management of education and training processes. Coordinated management according to the emerging situations is the most effective. The situational approach involves determining the effectiveness of management according to specific situations. [7, 15].

The optimal management method based on the internal and external situation of the controlled object in specific conditions is the situational approach [8, 10].

Knowing the system of ideas for improving the management of the educational process, solving problems in specific situations, and taking into account the results of their application in a voluntary pedagogical system will help in advance [9, 76].

In education and training processes, it is necessary to analyze the effectiveness of the results achieved in different situations, and the situational approach in the analytical process is of special importance [10].

Therefore, it is one of the most effective ways to coordinate the activities of students according to the situations that arise in the educational and educational processes, where the situational approach provides for determining the effectiveness of the educational and educational processes according to specific situations.

In our opinion, the specific aspects of the situational approach can be seen in the following directions: identification of important problems based on the analysis of the situations of the educational process; predetermining the effectiveness of the results to be achieved according to different situations.

In applying the situational approach technology to ensure the effectiveness of education and training processes according to specific situations:

- study, analysis and objective evaluation of the situations arising in the education and training processes;
- predetermining achievable results according to various pedagogical situations that arise chronically;
- it is of particular importance to choose the means of ensuring students' activity on the basis of pre-imagining the factors affecting the education and training processes and the situations that may arise.

Implementation of coordinated approach technologies to create existing situations and conditions that ensure that costs involved in education and training processes, i.e. time, excess labor, additional methodical products and tools do not exceed the norm, is of special scientific and practical importance.

The implementation of such technologies in practice serves to save labor and time spent in educational and educational processes and creates an opportunity to organize creative activities of students based on the elimination of only the teacher's actions in educational and educational processes.

Therefore, another approach to education and training processes is applied, that is, a creative approach that serves to organize the creative activity of students.

Clarification of goals in education and training processes, selection of the object to be studied, determination of the most convenient means to achieve the goal, selection of indicators and methods of determining the effectiveness of the intended results are creative directions of management [11].

The expansion of independence of schools provided opportunities for teachers to fully participate in the selection of technologies for organization and management of educational and educational processes, regional and other development programs in school management, and the development of tactics and strategies for ensuring efficiency. That is, the expansion of the independence of school created ample opportunities to implement a regional approach in coordinating activities according to regional needs and existing conditions.

In the scientific works of Ya.A. Polunin, N.D. Malakhov and others, the necessity of scientific concepts on management ideas based on the territorial approach was recognized.

The significance of historical-cultural, natural-geographical, socio-demographic, socio-economic, administrative-political and other concepts in determining the specific nature of territorial management in researching the problems of coordinating education and training processes according to needs S.A. Gilmanov and V.I. Zagvyazinskyi based on [12].

In the research conducted by O.Musurmonova, M.Kuronov, Sh.Q.Mardonov, Sh.S.Shodmonova, in the organization of the national educational system, the consideration of life activities based on the traditions of the people, national values, and universal and national relations is expressed. and the national educational system is rich in content-important ideas that need to be applied and are being used in today's modern educational practice and pedagogical management.

CONCLUSION

Based on practice, it can be said that the importance of education and training processes is expressed in its effectiveness, and effectiveness is expressed in the activity of students in the course of the lesson and in various developments.

Therefore, regardless of the scope and dynamics of the results achieved in the educational and educational processes, the design of the educational and educational processes based on them and the pre-planning of the works and the used methods is reflected in the implementation of the management technology for the results.

The concept of management by results as a development system represents a set of actions aimed at developing previously achieved results on the basis of coordinating the activities of students and ensuring their activity in education and training processes.

In the implementation of the results management technology, it is necessary to consider the mechanisms of conveying the content of the subject to each student, the methods used, the self-management of students, and the introduction of an analytical approach to their activities.

In the process of education and training, the reflexive approach is important in the organization of self-analysis of students' initial concepts, independent provision of personal activity, self-evaluation of their interest in the studied concepts. It is appropriate that the goal of implementing a reflexive approach is to encourage students to engage in analytical activities and to create favorable conditions for the development of reflection in them.

REFERENCES

1. Шамова Т. И., Тюлю Г. М. и другие. Как руководителю школы оценить свою управленческую деятельность. Методические рекомендации. – Москва: МПГУ, 1994.
2. Кузьмина Н.В. Методы системного педагогического исследования: Учебное пособие. – Л.: ЛГУ, 1986. – С. 112.
3. Кенжаева Д.Т. Олий педагогик таълим жараёнида баркамол шахсни шакллантиришнинг назарий ва амалий асослари.: Пед. ф.н. ... дисс. автореф. – Тошкент, 2007. – 22 б.
4. Бодалев А.А. О предмете акмеологии // Психологический журнал. – М., 1993. – т.14. – № 5. – С. 73-79.
5. Секреты умелого руководителя / сост. И.В. Липсиц. – М.: Экономика, 1991. – 320 с.
6. Третьяков П.И. Управление школой по результатам: Практика педагогического менеджмента. – М.: Новая школа, 1998. – 228 с.
7. Kurbanov, Muzaffar Ummatovich. "Improving School Management By Effectively Managing The Pedagogical Community". Eurasian Journal of Learning and Academic Teaching 18 (2023): 190-194.
8. Muzaffar Ummatovich Kurbanov. Creation Of Modern School Management In Countries Of Economic Transition And Analysis Of Professional Competencies Of School Leaders. International Journal of Early Childhood Special Education. 14/8 (2022).
9. KJ Shamshidinovich. Interaction Of Distance Education Processes to General Secondary Schools. Journal of Pedagogical Inventions and Practices 8, 72-75

10. JS Kazimov. ORGANIZATION AND MANAGEMENT OF EDUCATIONAL PROCESSES IN MODERN SCHOOLS ON A SCIENTIFIC BASIS. Humanities and Social Sciences in Europe: Achievements and Perspectives, 14-19
11. Раджабова, Гавхар, and Нигора Хайдарова. "ПРИНЦИПЫ СТРАТЕГИЧЕСКОГО УПРАВЛЕНИЯ ВУЗАМИ." *E Conference Zone*. 2022.
12. Radjabova, Gavkhar Umarovna, and Ramzxon Rashidovich Jalilov. "The System of Quality Control of Education in Domestic Schools." *The Peerian Journal* 5 (2022): 87-91.
13. Раджабова, Гавхар. "Экономические отношения обеспечения занятости населения в Республике Узбекистан." *Экономика и инновационные технологии* 6 (2018): 183-188.
14. Раджабова, Гавхар Умаровна, and Хавасхон Омоновна Солиева. "КАЧЕСТВЕННЫЙ БИЗНЕС-ЗАЛОГ УСПЕХА НА МИРОВОМ РЫНКЕ." *ИССЛЕДОВАНИЕ ИННОВАЦИОННОГО ПОТЕНЦИАЛА ОБЩЕСТВА И ФОРМИРОВАНИЕ НАПРАВЛЕНИЙ ЕГО СТРАТЕГИЧЕСКОГО РАЗВИТИЯ*. 2015.
15. Ustadjalilova, Xurshida Aliyevna. "Theory of correlation connections in determining the body weight of a person using formulas." *TRANS Asian Journal of Marketing & Management Research (TAJMMR)* 9.10 (2020): 71-76.
16. Устаджалилова, Хуршида Алиевна, and Ангелина Игоревна Ибулаева. "Профессиональная направленность преподавания математики." *Актуальные научные исследования в современном мире* 11-8 (2020): 222-228.
17. Устаджалилова, Хуршида, Маргуба Хайдарова, and Дилноза Олимова. "Роль исторического и культурного наследия в формировании мотивации изучения математики." *Фундаментальные и прикладные научные исследования: актуальные вопросы, достижения и инновации*. 2020.
18. Rajabova Gavkhar Umarovna. Conceptual Foundations For Improving The Organizational And Economic Mechanism Of The University Management System. *International Journal of Early Childhood Special Education*. Vol 14, Issue 08 2022