

## THEORETICAL FOUNDATIONS FOR THE FORMATION OF MANAGERIAL QUALITIES IN PEDAGOGICAL SPECIALISTS

*Odilova Odina*

*University of Exact and Social Sciences*

*Master of psychology*

**Annotation:** this article reveals the role of pedagogical personnel today and its competence in the quality of management. The importance of these qualities in the organization of the lesson and the impact of educators on the effectiveness of the lesson were analyzed.

**Keywords:** pedagogy, educator, stewardship, competence, Education, Community, Science, Progress, Society, innovative technology.

For a long time, a person lived a collective life, and as a result of the influence of celestial management, his demand for management also increased in his social activities, the pursuit of leadership began to develop. The demand for governance arose along with the social activities of humanity. Where two people began to function towards a common goal, there was a need to coordinate joint actions. In these conditions, one person carries out the activities of a teacher, educator, management, and the other becomes the executor of the activities. “We all see how global competition is currently taking a sharp turn. We can adequately respond to this fierce competition only by the widespread introduction of modern science, high technology and innovation achievements.”

Based on international advanced experience, in prestigious research centers of developed countries such as the United States, England, Germany, China, Russia, South Korea, professional educational institutions have achieved significant practical results in improving the scientific and methodological foundations of professional development of teaching staff, improving their skills in the field of organization and management of education, developing professional, communicative competencies. From this point of view, it is necessary to pay special attention to the development of management competence in the effective organization of the system of training of executive employees who are creative thinkers, inquisitors, tracers of innovations and have competencies to be able to apply them in their practical activities.

Any social labor process requires management, whether in a small circle or in a large circle. Someone should set a goal for employees, distribute tasks, control its implementation, encourage people to work, coordinate their movement.

The presence of a high level of competence of Educators of the modern educational organization is one of the mandatory requirements for professional

knowledge and skills necessary to fill pedagogical positions in the educational system of our country, provided for by regulatory documents.

The concept of Management in a narrow sense will depend on the ability to correctly choose the direction of activity, make decisions, control its management and control, to benefit the Planning, Organization and control processes necessary to identify and achieve the goal of a particular organization. Management as a broad-sense Concept, One of the theorists of world governance and its organization is Peter F. As Druker put it, "Governance is a separate type of activity, an element that promotes social change, transforming an unorganized betartib mass into an effective and productive group, a society focused on one goal." Management is an important influencing force not only in the framework of the enterprise, but also in the transformation of the economy into a powerful stable working mechanism, leading the whole society, the state to the goals and aspirations of its chosen path.

The complexity, structure and multiple aspects of the management competence of Educators of an educational institution provide the basis for its study as an independent phenomenon of modern pedagogy. Thus, I.M. In the research of ilkovskaya, the content of this competence is determined by the implementation of the goals facing the teachers of the educational institution, in this regard, the goals of achieving managerial competence in management activities in the field of education can be formulated as follows:

- acceptance, delivery and use of information necessary to qualitatively carry out tasks within the framework of the labor task of teachers of the educational organization;
- control the behavior of others, especially employees of an educational institution, their attitude to the goals and objectives of the organization's activities and development;
- self-satisfaction, self-development and reflection on personal and professional communication.

From this we can say that each pedagogical person must have his own comprehensive in-depth knowledge, rich experience and, above all, moral categories. Therefore, special attention should be paid to the competence level of the executive personnel. Changes in the educational system are based not only on material and technical resources, but also on the professionalism and managerial qualifications of Educators of educational institutions. Taking into account the justified and proven importance of management competence for the successful professional activities of teachers of the educational system, it is important to optimize the process of developing this competence on the basis of the requirements of inter-sectoral cooperation of the subjects of the educational system.

Human experience and its manifestation in managerial activities are analyzed through two main issues. First of all, management experience is necessary for the head

of the upper limb, and it is also required to have life experience from them. Secondly, the leader of the middle link, on the other hand, should have at least three years of experience in his field. As we analyze the experience of the leader of this category, the main focus is on the field of the profession.

In order for a leader belonging to the upper branch to succeed in his managerial activities, he must have a very high mental performance. Such potential arises in the analysis of an unexpected situation, from the need to manage several tasks in parallel in the process of solving the problem. For example, organizing, proposing an issue-specific solution, caring about the interests of the organization and the group, etc.k.

The requirements of the position emphasize the need for different mental capacities for leaders of different branches. Upper branch leaders are required to have a clearly expressed Social Intelligence. They are enterprising, communicative, have a high political and social status, have a lot of job-related familiarity, have developed intuition and need to quickly notice where the organization is going. In the middle joint leaders, who take on the main weight in any organization, a special ability should be more developed. They are people who are focused on work, responsible, capable of analyzing large volumes of quantitative and qualitative data.

Active participation of all employees is required in the process of ensuring quality educational services that meet modern requirements. Decisions made by team members should show all aspects of the activation of educational services. In this sense, it is very important to understand the basic concept of management, to be fully aware of the methods, forms, tools of its application by the school director. The great reforms carried out in secondary schools of scientific and technological development today require a change in the content of education, as well as the management of the educational system on the basis of the requirements of today's times.

### **Bibliography**

1. Шавкат Мирзиёев. Янги Ўзбекистон стратегияси. – Тошкент: “Ўзбекистон” нашриёти, 2021.464 бет.
2. Друкер П.Ф. Эффективный управляющий. Перевод на русский язык мкервали А. –М.:, 2004.
3. Боймуродов Н. Рахбар психологияси. -Т.:, Янги аср авлоди 2016.
4. Қосимова Д.С., Собиров А.А. Бошқариш назарияси асослари дарслик. -Т.:, 2011. 36-б.