

Reforms Are Ongoing In The Higher Education System

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Abstract: The article discusses the reforms carried out in the higher education system, practical work in improving the quality of education, and the knowledge necessary for training future specialists. Information is provided about the social necessity of teaching the science of educational management, the integration of the preparation of students for professional activity with educational management. The opinions of the representatives of management are presented

Keywords: concept, modernization, gold fund, management, leadership, modern approaches, conceptual framework.



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INTRODUCTION

In the concept of the development of the higher education system of the Republic of Uzbekistan until 2030, it is necessary to determine the priority directions of the systematic reform of higher education, to raise the process of training highly qualified personnel with modern knowledge and high moral and ethical qualities to a new level in terms of quality, to modernize higher education, based on advanced educational technologies. In this case, the task of developing the social sphere and economic sectors is defined [1]. At the same time, the formation of management skills is also aimed at preparing future specialists for professional activities.

According to the decision of the President of the Republic of Uzbekistan No. PQ-290 of June 21, 2022, the Nizomi Pedagogical University is tasked with improving the quality of education, introducing advanced educational programs into the university's activities, and introducing modern knowledge and advanced pedagogical technologies. The proposal of the Ministry of Preschool and School Education and the Ministry of Higher Education on the transformation of the Tashkent State Pedagogical University named after Nizomi in 2020-2022 in accordance with international requirements was approved[2].

In addition to the preparation of university students for professional activity, talented students are selected to be able to create strategies for organizing and planning together with colleagues during the course of professional activity, self-management in the management of educational process and cooperation issues, and based on market requirements, they are awarded the "Golden" award from foreign language and education management. Fund" group studies were organized. What is the purpose of establishing gold fund groups? it is natural to ask that question. In the teaching of educational management in these groups, students are taught the basics of management of educational organizations - modern approaches to the organization and management of educational management, providing students with basic ideas about effective management, including the study of the conceptual foundations of student educational management, the main concepts and categories of educational management, principles and methods of effective management. and learn to master modern technologies. They will know the history of

management and its development stages. The attitude of students to the pedagogical profession is determined by the organization of an educational process aimed at learning the methods of motivating them for pedagogical activity. Forming management skills and leadership qualities in students, increasing self-confidence in various problematic situations in their professional activities is the demand of today.

Education management is taught along with specialized subjects in the selected areas and is simultaneously with the plan of the students' educational practice process, which ensures that theoretical knowledge is further strengthened in practical activities.

Educational management introduces students to the basics of management of educational organizations based on modern approaches to the organization and management of educational management. Including:

to introduce students to educational organizations and the main ideas of their effective management;

management theory is a subject and its role in the management of educational institutions;

the content and essence of the concept of management;

management algorithm, management decisions, management methods;

tasks of pedagogy in organizing and managing the educational process;

functional organizational structure of modern school management bodies;

concept of leader and leader, leadership styles;

to achieve the effectiveness of the tasks of the employees of educational organizations, to

acquire the skills of organizing an external factor, an internal factor, and self-management;

effective implementation of educational technologies in a modern school, design of educational management;

experiences of foreign countries in managing the educational system, management approaches [3].

The following scientific theories will be introduced in management theory training sessions. The early roots of management theory go back to ancient times, Yu. Caesar, A. Macedonian, and in Central Asia, it began to form in the Middle Ages, from the time of the rule of Amir Temur. In the early days, it was simple and mainly of a military description. In order to establish military discipline, the managers of that time used methods such as threatening people with punishment and unconditional obedience to any orders and decrees. Such management is considered to be an extremely effective way of using labor resources to extract as much added value from them as possible. The establishment of a centralized, disciplined state during the time of Amir Temur was also caused by Sahibqiran's management of his subordinates by "catch between fear and hope". As students become familiar with this information, they become aware of the uniqueness of management in the past. School of "Scientific Management" F. The content and essence of Taylor's doctrine is as follows. The

"Scientific Management" school began to form in America at the end of the 19th century and the beginning of the 20th century. This school is also known as "Classical School of Management". At the beginning of this school, the American engineer and inventor F. Taylor (1856-1915) was standing. His theory was later called "Taylorism". The system he created was called the scientific method of "extracting the squeezed water" from workers [4].

F. According to the principles of Taylor's doctrine:

- every process of work, its scope and sequence must be precisely specialized;
- each type of work should be distributed in a fixed period of time;
- every work process and even every action must be subject to carefully developed rules;
- constant demanding control should be carried out to fulfill the work methods and rules specified;
- employees must be assigned according to their qualifications and level;
- it is necessary to clearly define the responsibilities of the manager and the managed and correctly distribute the tasks.

American economist G. Emerson is one of the major experts in the scientific organization of work, he developed a complex, systematic system of management and organization of work. It is covered in his work entitled "12 principles of labor productivity"[5].

G. Emerson essentially stated the principle of scientific management in the following sequence:

1. Clear goals and ideas;
2. Reason, common sense;
3. Attractive, attention-grabbing product;
4. Discipline;
5. To be fair to the employee;
6. Fast, reliable, complete, accurate and regular settlement;
7. Dispatching;
8. Norms and tables;
9. Provision of conditions;
10. Moderation of operations;
11. Preparation of standard instructions;
12. Productivity promotion.

Typical management manifestation A. The principles advanced by Fayol focused on the following two aspects:

- development of a rational management system of the organization. They considered the division of the organization into divisions or working groups, finance, production and marketing as important aspects of improving management;

- achieving a rational composition of the organization and rational management of employees. For this purpose, they put forward the idea that there should be sole leadership in management and that the worker should receive orders from only one boss and obey him. Henri Fayol suggests management principles: division of labor, authority and responsibility, discipline, singleness, uniformity of direction, subordination of personal interests to the common good, rewarding employees, centralization, hierarchy in management, order, justice, continuity of the workplace for the employee, initiative, corporate culture [6].

The theory of management forms in students the ability to analyze organization, planning, coordination and evaluation, along with the use of management experiences in different periods of their professional activities.

In the 1960s and 1980s, modern management began to develop in the West. Western theorists in order to establish a social systems school of management:

- developed the basics of a systematic approach;
- considered the issues of the relationship between the whole system and its parts;
- examines the influence of several variable factors on management.

The success of classes organized with talented students is that the student gets to know not only the specialist field, but also information about management and leadership. In the course of the study, the student will acquire the following competencies: defining the management process and tasks, using information and communications in management, analyzing the internal and external environment of the educational organization, sharing knowledge, skills and qualifications, organizing management work, organizing the manager's activities, managing employees in work teams and resolving labor disputes. Today's youth are faced with globalization processes in today's world, the need for an innovative society, as well as the fact that science and technology development creates many opportunities for young people.

They should educate young people as physically healthy, spiritually mature people, help them realize their scientific and creative potential, effectively protect their rights, freedoms and legal interests, and actively participate in the democratic, social and economic reforms implemented in the country. Talented students studying in Golden Fund groups are enterprising, enthusiastic students who are able to protect their rights and legitimate interests, take responsibility for the future of our country.

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