

METHODS EVALUATION AND OF MECHANISM FOR SELECTING MODERN MANAGING PERSONNEL IN THE EDUCATION SYSTEM

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Abstract: Today, provision of the state institutions, including the education system with highly qualified personnel, is one of the priority directions of the country's policy. Personnel capacity is one of the key factors in improving the efficiency of the organization's goals and objectives, liberalization of all spheres, and implementation of key tasks before society and the state in the process of reforms. Therefore, a mechanism has been created to select the most suitable candidates for management in the education system.

Keywords: Management, managerial skills, leadership, mechanism, human resources, selection for the position

INTRODUCTION

One of the most important and urgent tasks in the education system is to work with personnel in the public education system, to constantly increase their potential. In the education system, a number of measures are being taken to form the current and future reserve of management personnel, to gradually prepare them for the intended positions, to increase the level of political, economic and spiritual knowledge. In this regard, it is necessary to deepen the values and traditions in the public education system, in particular, to raise the spiritual and intellectual potential, consciousness and worldview of our people, especially the younger generation, to form a harmoniously developed person with love and devotion to the motherland and its people. Special attention is paid to the development of human resources.

Why do some of our leaders not follow this exemplary statement made centuries ago? Why

doesn't the world read the teachings of our great scholars, such as Imam Bukhari, Imam Termezi, Alisher Navoi, Babur, as well as the great commander Amir Temur, who are studying with great interest? Allows us to act contrary to our applicable laws. Can some people who are responsible for ensuring the rule of law in society follow people if they don't follow the law themselves? Does anyone trust such a leader at all? We must not forget what negative consequences such situations can have for society as a whole. First of all, the leader must think about these aspects, the honor of the people, the pain of the people.

Responsibility, competence and trust are highlighted among the three main requirements for management staff. That is, it is also emphasized that management personnel should be capable, honest and pious. That is, "Only honest, religious people who have the ability to lead, if necessary, have the qualities of toughness, have a moral right to wear the robe of leadership." "The motto, 'We must live for our people, our country,' must be, first and foremost, the life philosophy of these leaders."

This is where the questions arise. What kind of person is the leader? Are there commonalities common to all leaders and leaders? What quality should they have? What should be the modern image of leadership in the XXI century? Finding acceptable answers to such questions is a topical issue today.

The main task before us today is to increase the principle of working with personnel, to work in accordance with modern requirements, and most importantly, to create an improved current and future reserve for each level of leadership. In the system of public education, a mechanism has been

developed for the selection and appointment of management staff, the selection of the most suitable candidates for vacant positions in a fair and transparent manner, the prevention of corruption, the end of acquaintanceship. This mechanism is being used as a pilot project in Tashkent city and Tashkent region. Accordingly, it is planned to transfer to the position of head of public education departments and the position of school principal in order to select highly qualified, in-depth professional knowledge, high moral and spiritual qualities that meet modern requirements.

While a leader is demanding, he must always live with the concerns of the people, the concerns of the people, and no leader has the legal or moral right to insult his subordinates. Our great ancestor Zahiriddin Muhammad Babur, in his work "Boburnoma", speaking about the management of the country, wrote: (Boburnoma, p. 67. Teacher Publishing House, 2008).

Opinions of scholars who have conducted research on the selection of modern management personnel in the education system In particular, the following sources can be cited; An important source is the scientific research of such scientists as T.L.Saati, I.E.Karishin, Yu.L.Rusanova, T.L.Shklyar, T.Yu.Bazarov, K.G.Krechetnikov. In particular, M. Bekmurodov, A. Sagdullaev, D. Rakhimova, M. Bakaev, M. Rakhimova, GS Ismailova, E. Khojiev, I. Mahmudov, T. Turcynmuratov, F. Scholars and researchers such as Ravshanov have published a number of administrative, legal, and organizational articles on management psychology and human resource development. There is also information on the selection and evaluation of management personnel in research conducted by the authors named above. It is designed to recruit qualified, enterprising and dedicated, highly skilled managers for the positions of Head of Public Education and School Principals in Tashkent and Tashkent region, which is part of the Ministry of Public Education. applies to selection relationships.

The potential of the candidate can be explored into 3 components:

1. Psychophysiological potential - the health, efficiency, endurance system, ie the qualities that characterize the effective participation of the employee in labor.

2. Cash potential is the amount of general and maxcys knowledge and work skills that incon uses in the performance of work.

3. Socio-psychological potential embodies its civic consciousness and values based on the needs of the incon.

Management personnel in the education system should increase their knowledge and skills in their interest in work and aspiration for innovation, as well as develop their professional competence. Competent approaches of management personnel in education are used by some scientists in contrast to the categories of "knowledge, skills and competencies". Such an attitude seems to be correct in some respects. Its correctness is that the basis of this trinity is to impart "knowledge" that does not take into account the conditions of a market economy. On the basis of a competent approach, not only knowledge, but also skills are formed and developed. Indeed, the competency approach includes not only linguistic knowledge, but also psychological, philosophical and vital knowledge, the application of which is considered by scientists as the basis for the development of global mass communication and the transformation of society's capabilities in the information age.

In conclusion, another quality required of a leader in the context of globalization is reflected in the fact that he attracts and brings together around him healthy-minded, inquisitive, enterprising and enterprising people. Such a leader is a strong leader who strives for innovation. Where there is a lot of initiative, the environment is healthy and people are in a good mood.

The purpose of training competent specialists, stated in the state educational standards of our country, is to change not only the content of

education, but also the means of acquisition and the process of organizing education. This approach ensures not only the unity of knowledge, skills and competencies, but also the achievement of a goal as a result of the integration of personal qualities. Learning activities are aimed at mastering two types of human activities.

An employee who knows a lot but cannot do any useful work will not benefit society or himself. Therefore, the main goal of his activity is to form and develop competencies that will help him achieve the ultimate goals. The application of a competent approach to the educational process of management is an important component of professional training, a system that includes the ability to apply theoretical and practical knowledge together.

This mechanism plays an important role in the prevention of corruption in the selection of management staff, in the selection of personnel with managerial skills, knowledgeable, experienced, free-thinking, creative approach to problems, high leadership potential.

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