

THE MECHANISM OF MANAGEMENT BASED ON STAFFING IN PRESCHOOL EDUCATION ORGANIZATIONS

Abdukarimova Shahnoza Nabiyevna
Pop District, Namangan Region
Trainee Teacher of Namangan State University

Abstract

The article analyzes the concept and characteristics of management "management" and the importance of result-based management in the management of preschool education.

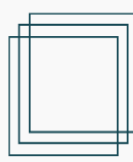
Key words: Management, management, result, management hierarchy, management culture, pedagogical management.

The science of management appeared as soon as the conditions for organizing a group of people to solve a common problem appeared. Along with other sciences, this science has developed and improved over time. Today, if we study modern literature, we can find different definitions of management. For many years, management has instructed a group of people to organize their activities in the production process in order to achieve the best results at the lowest cost defined as a continuous and purposeful process of influencing coordination. Today's modern researchers define management as follows: Special activity is aimed at regulating relations between people in the process of joint activities and achievement of goals. We can think of it as an activity to coordinate the complex hierarchical relationship between the manager and the managed. Our society is changing very quickly. The direction of our country towards changes in the economy, political and social life requires changes in all other institutions of the society. In such conditions, it is necessary to pay special attention to management - management experience of the developed countries of the world. But it is practically impossible to transfer management models from one socio-cultural environment to another, because management is determined by a combination of factors. The form of management, the type of ownership and the level of market development are different. Therefore, the gradual introduction of management in our country should be carried out in systematic cooperation with the mentioned factors.

There are three types of management tools, brinch, organization, management hierarchy. Here, the main tool is to influence people from above (promoting, planning, organizing and controlling activities, and using the basic functions of distribution) wealth, etc.). The second is management culture, which includes a set of values, social norms, attitudes, behaviors developed and recognized by society, organization, group of people. The third is the market, market relations, these are the management based on the sale and purchase of products and services, the balance of the interests of the seller and the buyer.

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In general, management is the process by which a leader uses the work, intelligence, and motivations of other people's actions the ability to achieve its goals can be understood, in other words, it is a combination of science and art. Management of people and social processes, the following definition can be given: Pedagogical management is a set of principles, methods, organizational forms and technological methods of managing the educational process aimed at increasing its effectiveness. Working with children in a preschool educational organization requires a great deal of effort and responsibility from the educator, therefore goodwill, politeness and respect, demandingness are especially important among all participants of the pedagogical process in the team. Respecting the personality of each educator, taking into account inclinations, interests, opportunities, with reasonable demands a leader who strictly adheres to authoritarian methods of co-management achieves much better results. One of the best ways to increase interest in work and create a well-coordinated team is to respect people and delegate responsibility and authority to them. Responsibility appears in two cases, that is, when the educator is assigned a very specific task and responsibility, and when it is explained how to perform it, and when the result is expected. To explain the content of their task to each participant of the process, to achieve certain results, the organization should rely on conscious creative work rather than mandatory management. An important issue in results-based management is the distinction between the concepts of "result" and "contribution". The result is an accomplished goal. But the goal itself can be real and ideal. In our case, we accept real goals, that is, we create an environment with all the resources for implementation. Thus, result-based management is the interaction of the manager and controlled subsystems, provided with targeted resources, to achieve the planned result in other words, mutual respect and sincere relations between the manager and the managed occupy an important place in increasing the effectiveness of education.

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