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Khusaynova Guzal Abdurasulovna, teacher

Namangan city School No 69

Uzbekistan, Namangan

**FEATURES OF FORMATION AND DEVELOPMENT OF
ORGANIZATIONAL AND MANAGERIAL CULTURE OF TEACHERS OF
THE SUBJECT OF TECHNOLOGY**

Annotation: The introduction of innovative educational technologies into the educational process, which express the spirit of the period and are rapidly penetrating into all spheres every day, is one of the pressing issues. It is worth noting that the “National program of Personnel Training” is an important legal document reflecting the content of the reforms carried out in the educational system of the Republic of Uzbekistan and is the path to the future.

Key words: development, managerial culture, teacher, technology.

The pedagogical organizational and managerial culture of the teacher plays an important role in the implementation of the law of the Republic of Uzbekistan “On education” and the ideas of the “National program of training”. The role of teachers in this process cannot be overemphasized as a perfect person and a qualified specialist are formed in the process of specially organized pedagogical activity. Teachers operating in educational institutions should be able to thoroughly develop the optimal organization of forms of teaching, enrich the theory of formation of a harmonious personality with various new ideas. After all, the implementation of the idea of the "National program of Personnel Training" in practice, ensuring the success of the reforms carried out in the educational system of our country depends in many ways on the spiritual appearance and professional skills of teachers and educators working in educational institutions. From this point of view, the first president of our republic I.A.Karimov “we are faced with an urgent issue that can not be ignored by educators such as giving them modern knowledge, improving their knowledge and skills. In my opinion, the main problem in changing the system of education is here. We demand that the teacher

give modern knowledge to our students. But in order to give modern knowledge, first of all, the coach himself must have such knowledge”, - insists. Indeed, to arm each young specialist with thorough scientific and theoretical knowledge, the development of skills and skills for the application of the acquired scientific knowledge in practical activities is certainly not an easy task. Adult education is an important task – to bring young people who look at education with a scientific, conscious attitude, think independently, are capable of acquiring excellent knowledge, are engaged in cognitive activity and are embodied in a culture of intelligent labor.

The national model, which is emphasized in the "National program of Personnel Training", takes into account the national and regional features of the Republic of Uzbekistan, as well as the personnel (specialist), prepared on the basis of advanced science, technology and technology achievements, is an example that fully reflects the image of a competent person and a mature specialist. The role of teaching staff in the implementation of the law of the Republic of Uzbekistan "on education" and the ideas of the "national program of training" is incredibly incomparable. The task of teaching and educating the children of the XXI century, bringing them to the level of a competent person and a qualified specialist, can only be achieved by a teacher of the XXI century with high experience.

A close friend of Alisher Navoi , a thinker who lived and worked in the 15th century, Kamoliddin Hussein, Voiz al-Koshifiy (1440-1505) speaking about the special role of the school and the teacher in the upbringing of the child, the teacher believes that it is necessary to be wise, educated, sweet, fair. The scientist writes in his work “Akhloqi Muhsiniy” about the mentors: "The coach (the child) should observe the rules of kindness and decency in giving instruction. In public places, it is not worthwhile to give a band to the reader, but it is necessary to advise the child in a deserted place. If the (coach) knows that the opportunity has come to give advice, then he should be approached gently, because in our time it is desirable to be polite and kind. Abdurahman Jami, one of the great scientists, describes in his works the activity of the educator-teacher as follows: "the teacher should be

educated, intelligent, just, embodied in himself all the high qualities. A person who behaves inappropriately will never be able to give knowledge and manners to children. ” What positive qualities should the teacher of the present time have. First of all, the high level of modern knowledge, advanced experience and pedagogical skills, be able to form a complex of research methods corresponding to the task of pedagogical research, have the skills of conducting theoretical research and practical experience-testing, educational program on the subject of teaching, SES, textbooks and educational methodical manuals, it is necessary to be able to create and practice electronic textbooks, manage classrooms and students with a high culture by creating an innovative environment with their leadership skills. . It is necessary to constantly improve its pedagogical activity, develop its professional qualities, acquire the skills of self-control and evaluation, develop a new pedagogical idea, have the skills of applying modern information technologies in the course of lessons, create methods, forms and tools based on the requirements of prospective directions of training and know the skills of applying what is inalienable in The teacher is kind, fair and "the child is the engineer of the soul". Psychologist scientists have noted that the positive and negative characteristics of the child sometimes pass through the coach. Because the reader imitates that the teacher walks, dresses, speaks. It is important to remember that the child, although Young, is a man, it is necessary not to discredit him before many, not to trample his pride. The concept of management in a narrow sense depends on the fact that the Planning, Organization and control processes that are necessary to determine and achieve each other's goal bring benefits, give effect, correctly choose the direction of activity, be able to make decisions and control its management and the course of this process. Management is not only within the framework of school, enterprise, but also a whole society, a force that leads the state to the goals and aspirations of its chosen path, an important influence in the transformation of the economy into a strong, stable worker mexanizm. Management should be studied taking into account the two organizational-technical and socio-economic aspects of Management in the same way that it connects with the economic negation of

society. Organizational and technical management is characterized by division of Labor and cooperation in the preparation of products to obtain a certain consumer value. Socio-economic management is concerned with the existing production relations and determines management objectives.

Organizational and technical management is an expression from the type of activity that allows to create conditions for increased labor productivity and production efficiency. The purpose of socio-economic management is to create conditions for workers to work effectively, to formulate a reliable general system of social protection of the individual, to provide employment satisfaction and to be an indicator of the support of low-tasting strata of the population. The essence of organizational and management lies in the level of socio-economic relations, the development of productive forces and the complexity of economic relations i. Management is aimed at the formation of competition among producers in the conditions in which there are various forms of ownership of production facilities in the production process, maximizing profits, it is aimed at the sustainable operation of the market infrastructure elements and interconnection of the link, which can meet the needs of society in the production evasion in an entire economic system, , it will be focused on their own place on the world stage, taking into account the interests of organizations and institutions. The basis of management is the legal science based on economic, social and other laws. This is a study of the law and taking into account the fact that the connection is also evident in certain situations, the economic leaders determine the strategy and tactics of managing the economy of the Republic. Any science has its own subject, theory and methods.

The predicate determines what field of science belongs to. The theory determines the regularities of the occurrence of processes and phenomena that occur in this area. The methods of research should be based on the theory and demonstrate how people carry out scientific and practical activities, develop a system of various means and methods of summarizing and studying phenomena in the same field of science. The subject of management is an expression from the study of the laws (laws), principles and relations of management at all levels of

Economic Conduct. Management relations are an integral part of socio-economic relations are in different economic, organizational, social, labor, psychological and other forms. Management relations represents the complex nature of communication and mutual interpretation between employees in the dead, it means that management it is primarily the management of people.

Today, it is possible to meet such interchangeable concepts as "management science", "knowledge of acceptance", "structural analysis", "knowledge about systems", but more "operations research". The peculiarities of management science as an approach are as follows:

- application of scientific method;

- systematic approach;

- use of models. Management is an activity that is inherent in any society, arising from the need for life and livelihood, being recognized as factors of the implementation of control over the participants in educational processes and in the educational system. In the conditions of the market economy, the essence of this activity goes further. The main purpose of management is the development of production and, accordingly, all social relations in order to meet the material and spiritual needs of the pedagogical population. Management is an internal trait inherent in society at any stage of development. This feature has a common character. This feature arises from the need to interact with people in the process of social collective labor, living and working, replacing the product of their own material and spiritual activity. The culture of educational-management is a relatively new branch of science, based on scientific knowledge of the object. He sees his work on the basis of a number of natural and Social Sciences.

The tasks of the management theory are to determine the essence and laws of the management process, to reveal the relationship that takes place in this process, to develop its system and to develop the basic principles of the subject of management. Management of the society and spiritual development of some members is another basic type of management. Management of spiritual production is of great importance in the age of scientific technical development.

This form includes the management of such spheres as management, educational institutions, people's educational bodies, science, literature, art, culture health.

The culture of organizational and management is compared to the human brain, in which the creative possibilities of the individual are embodied, from which he is instructed to the manifestation of his creative abilities. According to the ever-increasing achievements of science, technology, economy and society by mankind, the demand of management activities for science is also growing steadily. The peculiarity of such a scientific approach can be explained by the following cases:

- First of all, a unique feature of the organizational and managerial culture: to do something specific from one point of view, to build a system from elements.

- The second is the rapid growth of the scale of values that are under the jurisdiction of the educator or which he is responsible for.

- Third, the management of people based on their strength the creative effect requires comprehensive awareness from the teacher, the mastery of his profession and a systematic approach.

Pedagogical principles of organizational and managerial culture:

competence-must have the necessary knowledge, experience and education to perform competently;

humanism is the love of a person in a service behavior and a noble moral character, striving to open the qualities of the best personal career in people;

innovation is new, the desire to strive for it, the ability to rely on reason;

pragmatics-performance according to results, effective use of working time, active investment activities;

orthodoxy is the understanding of being able to appreciate one's own life, a stable belief in the future, being in a relationship with an environment.

The success of the teacher ("first person") largely depends on how much he is able to share his audience with other educators and how widely he is able to use the abilities of his subordinates. The activity of a technology science teacher in many ways creativity should consist of pedagogical activity. Because, the

technology science teacher resolutely transfers his idea to the executors and teaches them to implement it. In the process of upbringing, the teacher must solve the following pedagogical problems:

- intellectual development (general and professional knowledge of pedagogues);

- spiritual enrichment (Organization of cultural events, solution of ethical problems). In this case, it is necessary to adhere to the following pedagogical principles;

- to be engaged in noble ideals;

- Improvement of personal characteristics.

Methods of educational influence are the basis of management pedagogy.

The educational effect depends on the teacher's knowledge of the following:

- the level of teacher culture and knowledge, the level of his / her moral professional and life experience;

- physical health, spiritual perfection;

- individual, socio-mental qualities;

- socio-psychological situation in the labor community;

- attitude of the teacher to the moral-administrative measure.

In conclusion, from the forms of organizational and managerial culture, it is necessary to emphasize the following:

- education to expand the worldview, this-includes economic, legal, moral and environmental education, the scope of which will depend on the pedagogical age, cultural level and work experience. Because of such a cultivation of the worldview, consciousness is restored the spiritual ground;

- labor competition, this is-professional competition, in professional development it is considered a strong factor.

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