

FORMATION OF STYLES OF MANAGERIAL THINKING AS A FACTOR IN THE PREPARATION OF A FUTURE SPECIALIST FOR MANAGERIAL ACTIVITIES IN THE FIELD OF PHYSICAL CULTURE AND SPORTS

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THE RELEVANCE OF RESEARCH:

In the decree of the President of the Republic of Uzbekistan dated November 3, 2020 No. PP-4877 "On measures to improve the training system and increase the scientific potential in the field of physical culture and sports", it is noted that it is necessary to radically improve the system of training personnel with higher education. This regulatory document speaks of the importance of training future specialists in accordance with the requirements of the time. Improving qualification requirements, curricula and subject programs, displaying in them the processes of providing modern specialized educational services and innovative pedagogical technologies, based on the advanced experience of developed foreign countries and the requirements of domestic personnel consumers - this is one of the main tasks specified in the resolution. Taking into account the above and the fact that specialists in the field of physical culture and sports are being trained at the Uzbek State University of Physical Culture and Sports, the issue of improving the system of training future specialists in this educational institution becomes urgent.

Today, a modern sports manager must have special knowledge, a sufficient level of managerial abilities, must be able to adapt to changing economic and social conditions, the importance of high-quality training of a future specialist for managerial activities in the field of physical culture and sports becomes obvious.

At the present stage of development of physical culture and sports in the Republic of Uzbekistan, it is studied as a systemic object of management and is characterized by the originality of management relations. The transition of our economy to market relations influenced the specifics of management and marketing, the activities of a sports manager in the field of physical culture and sports.

The existing technology of training future specialists for management activities contributes to the insufficient formation of initiative, creativity, thinking styles and management abilities.

A modern leader in the field of physical culture and sports must have not only the necessary level of professional knowledge, skills, and abilities, but also must be able to operate them in practice, make informed and competent decisions, be ready to implement a system of rewards and punishments, have forecasting skills in the field physical Culture and sport.

The object of the study is the preparation of future specialists in the system of higher physical education for management activities in the field of physical culture and sports

The purpose of the study is the formation of styles of managerial thinking as an integral part of the methodology for preparing a future specialist for managerial activities in the field of physical culture and sports.

RESEARCH OBJECTIVES:

1. Determine the significance and structure of the styles of managerial thinking in a different contingent of the surveyed.
2. To reveal the effectiveness of the course "Management of physical culture and sports" to improve the level of readiness of a future specialist for management activities in the field of physical culture and sports.
3. To determine the influence of the process of solving social and economic problems on the formation of styles of managerial thinking.

RESEARCH METHODS:

1. Pedagogical observation
2. Questionnaire
3. Methods of mathematical statistics

ORGANIZATION OF RESEARCH:

The study was conducted in the period 2018-2020. On the basis of the Uzbek State University of Physical Culture and Sports. The organization of the study was of a phased nature.

At the first stage (2018), the general direction of the research was determined, the selection and study of literature sources were made, innovative research methods were selected, a working hypothesis was formed, and theoretical data were accumulated for further processing.

In the course of the study, an innovative model of the characteristics of the styles of managerial thinking was revealed. (Table 1) Based on the research by A. Harison and R. Bramson.

Table 1 Diagnostics of styles of management thinking.

Organizational style of management thinking	<ol style="list-style-type: none"> 1 Are able to analyze and critically assess the conditions for the organization of the industry 2 Know how to set goals in different situations 3 Are able to determine the strategy and
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	<ol style="list-style-type: none"> tactics to achieve the set goal 4 Are able to make correct management decisions based on the analysis of management situations 5 Are able to maintain discipline in the team 6 Know how to use incentives to improve labor efficiency 7 Are able to analyze the results of their work
Economic style of management thinking	<ol style="list-style-type: none"> 1 Know how to organize events 2 Are able to evaluate the results of work 3 Are able to conduct marketing research 4 Rationally use the existence of all types of property in the Republic of Uzbekistan 5 Know how to calculate the price of a sports product 6 Are able to analyze income and expenses in the field of physical culture and sports
Entrepreneurial management thinking style	<ol style="list-style-type: none"> 1 Are able to model the economic activity of a physical culture organization 2 Know the strengths and weaknesses of all types of property for doing business 3 Give preference to market relations 4 Capable of risk-related economic activities 5 Are able to determine the conjuncture of the sports market 6 Are able to determine the price of goods 7 Apply the basics of strategic planning

In the course of the analysis of literary sources, it was found that the transition to a market economy and the processes of democratization of society required the universities of Uzbekistan to make significant changes in the structure of training specialists in physical culture and sports. In the current socio-economic conditions, it becomes obvious that it is necessary to train specialists in higher educational institutions in the field of physical culture and sports, taking into account changes in the social environment, its new requirements, new economic opportunities, socio-cultural and psychological climate.

At the second stage (2019), the conditions for the success of the study were identified, rational organizational forms and methods of conducting the experiment were determined. A questionnaire was conducted, the respondents were 4th year students in the

field of education 5610500-sports activities (by types of sports). The survey was carried out to determine the styles of management thinking of the surveyed before studying the subject "Management of physical culture and sports". The study of this subject is provided in the curriculum for teaching students in the direction 5610500-Sports activity (by type of sport). Control testing was carried out using the developed by us "Test for diagnostics of the formation of management thinking styles of future specialists."

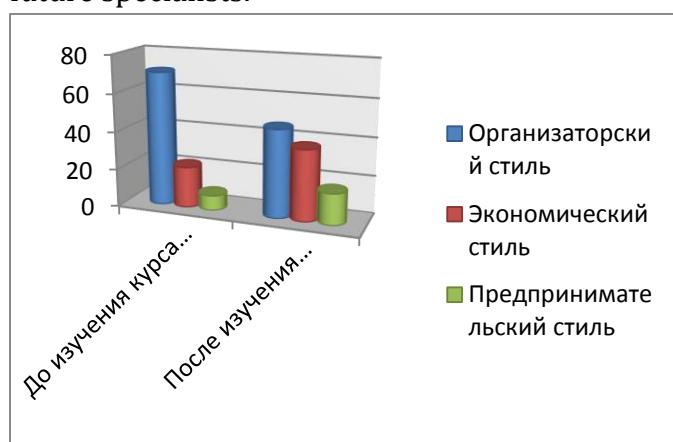


Figure 1 The structure of the formation of managerial thinking styles in a different contingent of students (Men)

The analysis of the conducted questionnaire showed that the respondents have formed different styles of managerial thinking. (Fig. 1, 2). Thus, the technology of forming professional knowledge and skills among students of the Uzbek State University of Physical Culture and Sports is mainly aimed at developing the organizational style of managerial thinking. While the development of market relations and the requirements for managers in the field of physical culture and sports in Uzbekistan require future specialists in this area to have an entrepreneurial style of managerial thinking.

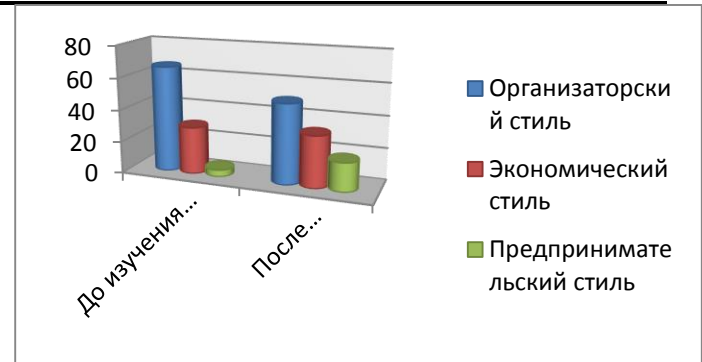


Figure 2 The structure of the formation of management thinking styles in a different contingent of students (Women)

Among students studying the subject "Management of physical culture and sports", the structure of the formation of managerial thinking styles differs significantly, the proportion of students using the organizational style of managerial thinking decreases, and the proportion of economic and especially entrepreneurial thinking styles increases.

At the third stage (2020), the methodology for the formation of management thinking styles through problem-based learning was tested.

Problem-based learning involves setting a problematic task for students to search for new meaningful information, and not communicating this information by a teacher. This awakens the student's motives and options for finding solutions to this problem. The thesis formulated by S.L. Rubinstein is usually called the psychological basis of problem learning: "Thinking begins with a problem situation." [4]

The learning process based on our proposed methodology was carried out using:

- Socio-economic tasks
- Simulation and business games
- Doing exercises to develop logic

To determine the results of the success of this technique, we used the "Test for diagnostics of the formation of management thinking styles of future specialists" developed

by us. Two groups were taken from among the 4th year students of the Faculty of Sports Games and the Faculty of Football and Winter Sports. One control group consisted of 20 students enrolled in the field of education 5610500-Sports activity (Volleyball), and the second experimental group consisted of 20 students enrolled in the direction of education 5610500-Sports activity (Football). The control group was trained according to the program of the subject "Management of physical culture and sports", and the experimental group was trained according to the same program and at the same time the methodology of forming the styles of managerial thinking was applied. Tasks providing for the implementation of the goals of the methodology, students were asked for independent preparation, and the verification was carried out by us during seminars. The process of self-completion of homework by students contributed to the increase in creativity and the ability to independently study new material. Figure 3 and Figure 4 show the results of the "Test for the diagnosis of the formation of managerial thinking styles of future specialists."

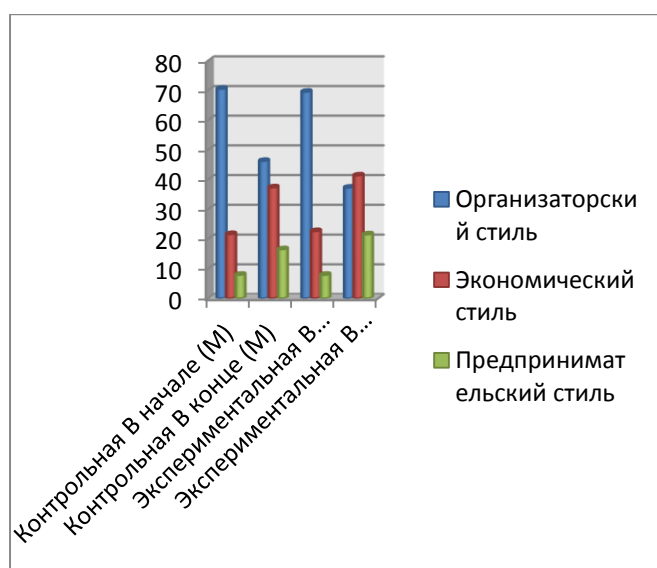


Figure 3 The structure of the formation of styles of managerial thinking in a different contingent of students (Men)

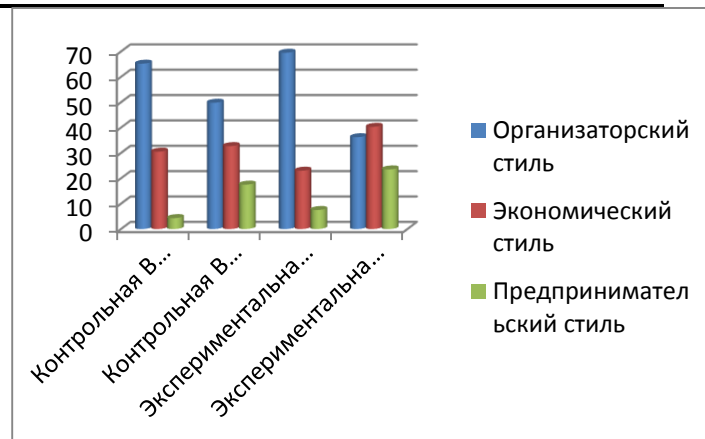


Figure 4 The structure of the formation of managerial thinking styles in a different contingent of students (Women)

The results of the study showed that before the study of the subject, the subjects in the control and experimental groups had approximately the same indicators of the formation of the styles of managerial thinking. (Table 1)

Table 1 Indicators of the formation of management thinking styles in men.

	Organizational style	Economic style	Entrepreneurial style
Control at the beginning (M)	70,5	21,6	7,9
Checklist at the end (M)	46,2	37,3	16,5
Experimental at the beginning (M)	69,5	22,6	7,9
Experimental at the end (M)	37,2	41,3	21,5

It should be noted that this tendency is not traced in the test results after studying the subject "Management of physical culture and sports". When comparing the results of the survey among the respondents of the experimental group, a significant increase in students with economic and entrepreneurial styles of thinking was found:

- Economic style - 41.3%
- Entrepreneurial style - 21.5%,

When comparing this indicator with the control group:

- Economic style - 37.3%
- Entrepreneurial style - 16.5%

We can draw a conclusion about the effectiveness of the methodology for the formation of styles of managerial thinking. This technique is an integral part of the process of preparing a future specialist for management activities in the field of physical culture and sports.

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