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## THEORETICAL APPROACHES TO THE EFFECTIVE MANAGEMENT OF THE PERSONNEL TRAINING PROCESS IN THE EDUCATIONAL SYSTEM

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### ANNOTATION

The article shows the features of education management, the basic concepts of management functions, higher education institution the need to focus on ensuring the quality of management of pedagogical personnel in higher education, increasing the effectiveness of interaction with them, ensuring their interest in the results of their activities.

### Introduction

The curriculum is aimed at ensuring effective and comprehensive education of children, preparation and preparation of students for exams. H. Juraev, R. G. Akhliodinov, G. E. Kurbanov, E. A. Seithalilov, M. Mirkosimov, On. I. Inatov, H. F. Rashidov, S. T. Turgunov, G. K. Fozilov, N. S. During the conversation, the parties expressed satisfaction with the development of cooperation between Tajikistan and China.

The Independent State together with scientists N. P. Dertsikova, T. M. Davydenko, Y. S. Vasiliev, Y. P. Berezutskaya, V. S. Lazarev, A. M. Muiseev, M. M. Potashnik V. P. Simonov, P. I. Tretyakov, T. I. Shamova and Bashkalar participated in a research study.

The edge of the country F. Taylor, R. Owen, D. McGregor, D. N. Harris, U. Klusmann, P. Gates, T. Hyland, R. Yeomans, D. Thiessen kabi is a philosopher, sociologist, teacher, psychologist, scientist, educator effectively educates-educates children, organizes these classes, always teaches professions of competence, educates specially trained on the elevation of borilgan.

President Of The Republic Of Uzbekistan Sh. In the decree of Mirziyoyev dated October 18, 2019 "concept for the development of the higher education system of the Republic of Uzbekistan until 2030" PF-5847, it is necessary to set priorities for the systematic reform of higher education in the Republic of Uzbekistan, to qualitatively raise the process of training highly qualified personnel with modern knowledge and high spiritual and, in order to develop the social sphere and economic sectors based on advanced educational technologies, our country is a crucial step in raising the education and education system to a new, higher level and ensuring the consistency of reforms in the field.<sup>1</sup>

In 2017-2021, consistent work is being carried out on the implementation of the tasks set in the strategy of action in the five priority areas of development of the Republic of Uzbekistan, the training of highly qualified personnel in accordance with the requirements of the labor market, the introduction of international standards for assessing the quality of education<sup>2</sup>

In this regard, the decree of the president of the Republic of Uzbekistan dated 06.09.2019 no PF-5812 "additional measures to further improve the Professional education system" was adopted, which at the same time prevented the personnel preparing that the professional education programs did not

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<sup>1</sup> President Of The Republic Of Uzbekistan Sh. Decree of Mirziyoyev dated October 18, 2019 PF-5847: "concept of development of the higher education system of the Republic of Uzbekistan until 2030" / <https://lex.uz>

<sup>2</sup> Appendix 1 of the decree of the president of the Republic of Uzbekistan dated February 7, 2017 No. 4947 PF "on the strategy of actions for the further development of the Republic of Uzbekistan" strategy of actions in five priority areas of development of the Republic of Uzbekistan in 2017-2021". [www.lex.uz](http://www.lex.uz).

harmonize with the levels of the international standard classifier of Education (MSCO) adopted by the UNESCO Improving the system of Professional education on the basis of advanced foreign experience, training of qualified and competitive personnel for the labor market through the introduction of stages of primary, secondary and secondary specialized professional education, and broad involvement of employers in this process. <sup>3</sup>

### **Material and Methods**

The concept of "management" is given different distortion in scientific, methodological sources. For Example, M.Mescan, M.Albert, F.Hedouri discredits this concept as follows: "Management is a process that involves planning, organizing, motivation and control to form and achieve an organization's goal."<sup>4</sup>Currently, education plays an important role in the development of society. In any case, specialists with high knowledge will have the opportunity to engage in research developments, create new types of products and develop technologies. The current environment of deep competition between global globalization and companies requires professionals to also be at a level of urgent similar demand. They not only provide favorable conditions for the development of their ideas and the practical introduction of their created theoretical models, but are also an important intellectual factor for the innovative development of the economy.

Currently, during the development of technologies and informatization processes in the world, the competitive struggle between educational institutions for the acquisition and transfer of highly qualified personnel has increased somewhat. This applies not only to commercial organizations, but also to research centers, educational institutions.

Therefore, the issue of the quality of modern education is primarily a problem that needs to be solved. It is the higher education institutions that form knowledge in the specific professional field of future professionals.

It is necessary to focus on ensuring the quality of management of pedagogical personnel in the CPSU, to increase the efficiency of interaction with them, to ensure their interest in the results of their activities. In the process of modernization of the economy, the importance of establishing the management of pedagogical personnel on a scientific basis in the system of higher education is immeasurable. Therefore, in the system of Higher Education, the skills of pedagogical personnel and their intellectual potential are of decisive importance and are an urgent problem.

When a process approach is made to a control system, it is important that it consists of a certain sequence, a chain of control functions. For example, management functions such as "planning the educational process", "Organization of the educational process", "quality control of education", "planning the work of the scientific council", "assessment of scientific activity", etc. are considered.

Sh.Gorbanov and E.According to seithalilov's distortion, the management function is a relationship between a management object and a managed object that requires the management system to perform a specific action in order to predict whether the managed processes are directed towards a specific goal or whether the managed processes are organized. Each of the management functions can be viewed as a process, which will be interconnected. The management function is carried out using mahlum methods and tools. In the process of implementing the management function, management tasks are

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<sup>3</sup> Decree of the president of the Republic of Uzbekistan PF-5812 06.09.2019. "On additional measures to further improve the professional education system" / <https://lex.uz/docs/4500926>

<sup>4</sup> Mescon M., Albert M., Hedouri F. Fundamentals of Management / trans . Evenko L.I. - M.: Delo, 1997. P. 25.

performed. Therefore, management functions always occupy an important place in the performance of management tasks and the achievement of the management goal.

The next function is the organization, in which it is determined who will do what work for the team to work effectively together, functional responsibilities, rights and responsibilities of employees, responsibilities and criteria for interaction.

Motivation is understood as a high level of satisfaction of the requirements of employees of educational institutions in exchange for their productive work. These include functions related to determining the personnel requirements of the management process, allowing employees to meet these requirements using various methods and tools.

Control is considered an important part of the management process, it is a function that allows you to predict the achievement of the goal of an educational institution, as well as determine the need to make adjustments to the process of carrying out work.

One of the main concepts in the sciences of Economics and management is the concept of "efficiency". Efficiency (effektivnostg') is derived from the Latin word *efficientia*, which refers to the product of the efficient use of available resources in achieving a goal. Management efficiency is a relative description of the effectiveness of a certain management system, which is understood as various indicators of the management object and the management subtext (management activity), which have quantitative and qualitative characteristics.

## Results

There are various controversial cases in economics and management science regarding the concept of efficiency. SH in this regard. Gurbanov and E. Seithalilov formulated the following points: "since there is no general theory of effectiveness, all attempts in this direction have not led to the expected result so far. In various fields of activity, its own private indicators of efficiency are used. But there are no such indicators in education today. These authors introduced the concept of "activity productivity" in order to reveal the concept of efficiency: "productivity means the nature of activity, which indicates the ratio between the usefulness of the results obtained in some time and the costs associated with it." L.F. Kolesnikovning ta'kidlashicha, aksariyat hollarda samaradorlik "muvaffaqiyatlilik", "natijaviylik" so'zlarining sinonimi sifatida ishlatiladi<sup>5</sup>. Umuman, maqsad qilingan natijaga olib boruvchi faoliyat samarali faoliyat deyiladi.

V.I. Zvereva noted that the effectiveness of school management is the result of the achievement of the goal of management activities. M.V. Nikitin, in an in-depth analysis of the management system of primary professional education, determined that the fruitfulness of the management system occurs as a result of its internal and external effectiveness.

The external effectiveness of the management system of training personnel in education presupposes the achievement of the goal of the state and society, as well as the employer. assessment of the effectiveness of the management process of Personnel Training is the main criterion for making decisions. Therefore, special importance is attached to the concept of efficiency in economics and management.

The effectiveness of a higher educational institution is understood as the costs that are directed to the cultivation of human capital, as well as the costs that are incurred in order to provide graduates with knowledge corresponding to the requirements of employers.

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<sup>5</sup>Kolesnikov L.F. Efficiency of education –M.: Pedagogiy, 1991. pp. 28-30.

## Discussion

A number of indicators that determine the activities of a higher educational institution can be commended by the process of effective management of the labor of professors and teachers. These include: rational management of the educational process, improvement of material and technical estimates, development of state grants, research work, expansion of foreign and economic contracts, improving the quality of higher education, increasing the number of talented students with high ratings, increasing the competitiveness and prestige of the institution, increasing the number and sales of articles published in foreign scientific journals, monographs, dissertations, it consists in increasing the number of textbooks and teaching aids published by professors, effectively managing the interconnection of Science, higher education and production, positively solving the issues of commercialization of ideas, increasing extrabudgetary and raw materials, directing graduates to work and further stages of education, expanding international relations.

## Conclusion

And there are many more such arguments.

In conclusion, I would like to note that, first of all, it is necessary to actualize the importance of digitalization through the formation and development of students' communicative competencies, when students understand the purpose of computer networks and communications, their importance and role in the development of their own digital literacy. The student should understand elementary how communication between various digital devices (including mobile and stationary computing devices, as well as their peripheral equipment) is carried out, should know and understand the specific rules, protocols and etiquette adopted in social networks and digital communities.

## Acknowledgement

Thus, the digital transformation of education has its own difficulties and prospects for a new stage of education development. changes in the field of digital technologies and the educational process will become the dominant factors in the development of the education sector in the next decade.

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