
THE EFFECTIVENESS OF USING MODERN MANAGEMENT METHODS AND FOREIGN EXPERIENCE IN GENERAL EDUCATION SCHOOLS

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Annotation

The article reveals the introduction of new principles of management into the education system, the effectiveness of modern methods of Management in general secondary schools and the use of foreign experience, the reform of Management in the field of education, the radical improvement of the system of continuing education.

Keywords: educational system, modern method, foreign experiences, cultural heritage.

Introduction

In Uzbekistan, a high level of attention is being paid to the rapid development of the management of the education system. In particular, in the five priority directions of the development of the Republic of Uzbekistan in 2017-2021, in the Action Strategy "further improvement of the continuing education system, increase of quality education services, continuing the policy of training highly qualified personnel in accordance with the modern needs of the labor market , on the basis of the introduction of international standards for the assessment of the quality of education and teaching, to improve the quality and efficiency of the activities of higher education institutions and to establish the correct management, secondary special, vocational and higher education Priorities have been set in the field of "employing graduates of educational institutions and involving them in the field of private entrepreneurship". In order to ensure the effective implementation of these tasks, our republic requires the development of scientific proposals and practical recommendations based on the in-depth analysis of management activities in higher education institutions and the development of the direction of management in educational institutions. Determining the priorities for the systematic reform of general secondary and extracurricular education in the Republic of Uzbekistan, raising the moral, moral and intellectual development of the young generation to a new level in terms of quality, education in order to introduce innovative forms and methods of education into the process, as well as the PF- Decree No. 5538 was adopted.¹

¹ "Xalq ta'limini boshqarish tizimini takomillashtirish bo'yicha qo'shimcha chora-tadbirlar to'g'risida"gi PF-5538-son Farmoni <https://lex.uz/acts/-4312785>

Analysis of the Literature on the Topic

Management - special management activities; is a management science, and its content covers the interaction between the management system and the management object.² Since management is related to the processes of selection, decision-making and control over its implementation, the formation, development and teaching methodology of management has become the object of research of leading scientists of foreign countries. They include Kotler F, Armstrong G, Saunders DJ, Crandell R, Reiss E, Stone M, Hershgen H, Hosking A, Morris R, Evans DJ, Berman B, Foxall G, Brown S, Blyde DJ, David K, Doyle P , Kroft M, Bagiyev G, Tarasevish V.M, Baskovsky L.Ye, Bendina N.V, Abramishvili G.G and other experts can be mentioned. Gulomov S.S., Abdullayev Y., Sadir Salimoye, Dilfuza Rahimova, Kasimova M.S., Ergashkho'jaeva SH.J., Abdukhalilova L.T., Mukhitdinova U.S., Yuldashev M.M., Umarjonov A. conducted research on the theoretical and methodological foundations of management science teaching in Uzbekistan.³

Research Methodology

"On Education" of the Republic of Uzbekistan (2020) of the President of the Republic of Uzbekistan No. PF-4947 dated February 7, 2017 "On the Strategy of Actions for the Further Development of the Republic of Uzbekistan", No. PQ-3304 of the President of the Republic of Uzbekistan dated September 30, 2017 "The Republic of Uzbekistan This article serves to a certain extent in the implementation of the tasks defined in the decision "On improving the activities of the Ministry of Public Education" and other regulatory legal documents. Nabyev.E.G'

Analysis and Results

In order to ensure the effectiveness of the management of educational institution managers, several skills are necessary.

Along with many countries in the European region, the "Bologna" education system has been introduced in Germany.

The school education system is also an important part of the German education system. It has more than 100 years of history. Kindergartens are considered a lower level of education, but they are not part of the state system. Funding for gardens is the responsibility of various public organizations, charitable associations, enterprises, private individuals, and religious institutions. Parents pay such amount of money to kindergartens for raising their children. 80% of children aged 3 to 6 attend kindergartens. In Germany, children are usually brought up in kindergarten. In the middle of the day, they are at home, with their family. There are also daycare centers in Germany⁴.

Compulsory education applies to children from 6 to 18 years old, that is, this process lasts 12 years. He has been studying at school for 9 years (in some places 10 years) for a full week. Education in public schools is free. There are fewer private schools. Education starts at the age of 6 and lasts for 4 years (only 6 years in Berlin). After the primary school, students go to the secondary school. Here, 5-6th graders study in schools based on a special program. Then they move to the next type of school:

² Menejment: o'quv qo'llanma/N.M.Ziyavitdinova, Y.M.O'rinov, Sh.N.Xayitov ; O'zbekiston Respublikasi Oliy va o'rta maxsus ta'lim vazirligi. - T.: «Tafakkur-Bo'stoni», 2012-yil, 312 bet.

³ G'oyipnazarov.S.B, Alimxo'jayev.N.E, "Menejment marketing" darslik

⁴ <http://www.u-tokyo.ac.jp/en/about/organization/rules-and-regulations.html>.

these are basic, special schools, real educational institutions. Almost 30% of children go to the main school. After completing 9 or 10 years of education, one goes to professional training. Children with disabilities study in special schools. Real educational institutions stand between the basic school and the higher education school. As a rule, studying here lasts 6 years (grades 5-10) and ends with full secondary education. Graduates of the University of Knowledge have the right to study in a secondary special educational institution or a vocational-technical school of higher education. There are also gymnasiums in Germany. They employ grades 5-13. Grades 11-13 also serve as preparation for higher education institutions. A high school graduation certificate allows you to study at a higher educational institution. Vocational education is important in the German education system, as the demand for highly skilled workers is high. 20% of those who graduated from incomplete high school continue their education in the system of vocational education. In most cases, the duration of study is 3-3.5 years. The study consists of three years, and the first year is given basic vocational education. Theoretical foundations of special subjects related to the taught profession are given, and practical training is conducted in large enterprises. During the second year, special vocational education is provided. The student's transfer from the first year to the second year is conducted and young people are selected to continue their studies. During this year, special vocational education will be further strengthened. Graduation exams are accepted by a special commission. The members of the commission consist of leading experts of enterprises, representatives of the Chamber of Industry of the federal lands, and the Chamber of Crafts. Vocational school diplomas do not give the right to enter higher educational institutions. This requires completion of 1-year preparatory courses. Enrollment is based on a document on school education without an exam.

The higher school has the right to self-management. The higher educational institution is managed by the state rector or the President elected for several years. In self-management, several groups whose tasks are clearly divided are followed by the principle of step-by-step participation. It includes professors, students, academic staff and other employees. Student studies are organized freely. Study plans are offered along with a large number of study visits. There is no tuition fee. If a student or their parents cannot afford food, they will receive financial assistance under the Federal Tuition Financial Aid Act. Half of this aid is added to the scholarship, and the other half is given as a loan⁵.

The issue of reforming education in the country has been discussed for a long time, in which it is proposed to shorten the educational process. Now students study in universities for 7 years. Considering that they work for a few years in enterprises or serve in the Bundeswehr before they enter their studies, we understand that students are starting their real work activities.

Germany has People's Universities, which are non-party and non-religious institutions. Most of them are late, only in 1989, 400,000 courses were organized in universities, and in these courses, 5.5 mln. the listener has advanced skills. The state encourages those who have improved their qualifications, and this means 5.5 million annually. brand allocates funds. Students are provided with financial support during the period of training in professional development courses. In general, the unemployed use more opportunities to improve their skills and find a job faster. 75% of workers who have advanced their qualifications for half a year are provided with a job. Churches also take an active

⁵ Григорьев, М.Н. Маркетинг: Учебное пособие. для студентов Вузов / М.Н. Григорьев. – М.: Гардарики, 2016. - 366с.

part in raising the level of knowledge of citizens. Yevangel Church organizes conferences on current topics in its 15 academies.

The basic law in Germany gives every citizen the right to freely develop his personality, to choose a school, educational institution and profession depending on his abilities and interests. The goal of the policy in the field of education is to provide optimal support to each person, to provide an opportunity for professional training that meets his interests. Every citizen should have the opportunity to receive general, professional and political education throughout his life. One of the main directions of the policy in the field of education is to educate the young generation as independent citizens with a sense of responsibility in a democratic country.

Conclusions and offers

Great attention is paid to teaching management of the educational system of European countries and, in general, the countries of the Bologna system. While management is taught in all higher education institutions, the approach to it, the methodological basis of the science and the methods of its teaching are unique. Also, although the topics taught within the scope of Management are different, there is a commonality in the concepts that students should master. In the course of studies, the subjects taught in the European education system within the framework of Management are somewhat simpler compared to the subjects taught in Uzbekistan's higher education institutions, and due to the uniqueness of the system, special attention is paid to independent education. focus has prepared the ground for the level of specialists to be at a high level. In particular, the literature "Fundamentals of management", which is widely taught in the European education system, is taught under this name in almost all European higher education institutions. As mentioned above, the topics of this literature are simple and understandable, and are distinguished not only by the simplicity of the language, but also by the ease of understanding. Within this discipline, students will learn Managers and Management, Management Environment, Integrative Management Issues, Decision Making Fundamentals, Planning Fundamentals, Organizational Structure and Design, Human Resource Management, Change and Innovation Management, Fundamentals of Individual Behavior, Fundamentals of Individual Behavior , Understanding Groups and Managing Workgroups, Motivating and Rewarding Employees, Leadership and Trust, Communication and Information Management, Fundamentals of Control, Operations Management. In turn, each topic is divided into 5-7 topics (paragraphs). In other words, the topics of management science taught in European higher education cover 4 or more subjects in Uzbekistan. As a result, cases of repeating one of the subjects of related subjects are observed, which leads to a decrease in the quality of lectures.

Applying the achievements in the teaching of management science in foreign higher education institutions in the practice of Uzbekistan is not only the training of managerial specialists, but also a radical change in the education system, the reform of the higher education system and the transition to new, high-quality levels of education. prepares the ground for his teeth.

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