



GENERAL LAWS OF HIGHER EDUCATION INSTITUTIONS: MANAGEMENT PRINCIPLES, METHODS AND MODELS.

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OLIY TA'LIM MUASSASALARINING UMUMIY QONUNIYATLARI: BOSHQARUV TAMOYILLARI, USULLARI VA MODELLARI.

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Yoshlar ishlari va ma'naviy-axloqiy ishlar bo'yicha prorektor

ОБЩИЕ ЗАКОНЫ ВЫСШИХ УЧЕБНЫХ ЗАВЕДЕНИЙ: ПРИНЦИПЫ, МЕТОДЫ И МОДЕЛИ УПРАВЛЕНИЯ.

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Annotation:

In this article, the author analyzed the strategy for the development of the educational institution (TM strategy). The strategy for the development of higher education institutions reveals consistent tactical steps that allow the rector and vice-rectors to be constantly aware of the stages of achieving the planned final result, as well as, if necessary, to respond immediately to the misconduct of employees and re-specialize them.

Keywords:

TM strategy, modernization, skills, educational services market, social-labor relations, Flexible corporate culture.

Аннотация:

В данной статье автор проанализировал стратегию развития образовательного учреждения (стратегия ТМ). Стратегия развития вузов раскрывает последовательные тактические шаги, которые позволяют ректору и проректорам быть постоянно в курсе этапов достижения запланированного конечного результата, а также, при необходимости, незамедлительно реагировать на неправомерные действия сотрудников. и переспециализировать их дает.



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Ключевые слова:

Стратегия ТМ, модернизация, навыки, рынок образовательных услуг, социально-трудовые отношения, гибкая корпоративная культура.

Annotatsiya:

Mazkur maqlada muallif tomonidan Ta'lim muassasasini rivojlantirish strategiyasi (TM strategiyasi) analiz qilindi. OTMni rivojlantirish strategiyasi rektor va prorektorlar tomonidan rejalashtirilgan yakuniy natijaga erishishning bosqichlari haqida doimo xabardor bo'lishga, shuningdek, agar kerak bo'lsa, xodimlarning noto'g'ri hatti-harakatlariga zudlik bilan javob berishga va ularni qayta ixtisoslashtirishga imkon beradigan izchil taktik qadamlarni olib beradi.

Kalit so'zlari:

TM strategiyasi, modernizatsiya, ko'nikmal, ta'lim xizmatlari bozori, ijtimoiy-mehnat munosabatlari, Moslashuvchan korporativ madaniyat.

The process of intense democratization, the duration of the period of large-scale reforms, the informatization of the higher education system and the growth of quantitative indicators, people who are accustomed to the ritual of the traditional education system and the new education system, the new education caused conflicts between the quality and quantity of lime flow. The concept of education is not a narrow profile of education, but a system with new principles in terms of quality assurance.

In his address to scientists, academicians and pedagogues, the President of the Republic of Uzbekistan Sh. Mirziyoev drew attention to the main task of the education sector, which is to renew approaches to training specialists for the future, when the competition in the conditions of globalization is especially intense. At the same time, the most difficult task is to "educate teachers and coaches with innovative, creative thinking who will teach their students based on the highest standards." This once again emphasizes that the head of our country pays special attention to education policy.

In accordance with the concept of the development of the higher education system of the Republic of Uzbekistan until 2030, the documents and instructions on providing social and material and technical conditions for the training of highly qualified specialists corresponding to the international level for all sectors of the economy have been completely revised. rib is coming out. This requires changing approaches to management, identifying priorities for the development of higher education institutions and developing strategies for its further development.

The educational institution development strategy (TM strategy) is a road map for identifying and implementing the main priorities of the innovative development of educational institutions, which clearly indicates its initial state and provides an image of the expected future. define and describe the composition and structure of actions to move from today to the future.

The strategy for the development of higher education institutions reveals consistent tactical steps that allow the rector and vice-rectors to be constantly aware of the stages of achieving the planned final result, as well as, if necessary, to respond immediately to the misconduct of employees and re-specialize them. The road map shows all team members



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the general purpose and directions of the organization, the role and task of each employee in achieving the goals they set for themselves, and the ways to achieve it, and if they z allows you to clearly understand what can happen if they do not complete their tasks on time.

When developing a TM strategy, it is necessary to take into account the following features: relevance, flexibility, provenness, practicality, integrity, manageability, visibility, changeability.

The strategy should be relevant in focusing its goals on solving the most important problems and visions for the future of this educational institution.

A flexible strategy should ensure the ability to adapt to changing conditions and requirements throughout the program implementation period.

Reasonableness means that the strategy should find such goals and ways to achieve them that it is possible to obtain the most useful result using the available resources to solve a specific set of tasks.

Practicality - this strategy should ensure the compatibility between the desired and actual opportunities for the development of this HEI.

Integrity - this strategy should ensure the completeness of the set of actions necessary to achieve the set goals, as well as the consistency of the connections between them.

Control is a feature of immediately determining the final and intermediate goals (expected results) of the TM strategy, that is, determining whether the methods for verifying the authenticity of the obtained results are available in accordance with the purpose.

Performance indicators for the implementation of goals provide control over the implementation of the strategy, so that even the smallest deviations that occur in the implementation process can be corrected immediately.

The strategy should ensure variability, that is, the ability to timely identify deviations from real threats to the achievement of the set goals. Variation allows the program to be more detailed and reduces the time between adjacent control points in the process.

The development strategy of TM cannot provide the expected result if any of the listed features are not present. Management either lacks time to implement the strategy, or the organization does not have enough resources to implement it.

There are different technologies for developing the development strategy of an educational institution. From the location point of view, it is necessary to determine the economic aspect: can the use of this technology provide a strategy with the desired qualities of TM and cover the amount of costs necessary for its implementation?

The TM strategy development process is built in step-by-step planning and in a certain sequence (see Figure 1.8).

These stages constitute the sequence of the strategic planning process.

However, in practice, this sequence is largely conventionally scaled up, as the developers, as they continue to develop, return to previous stages, correcting previously developed tactical target plans. Thus, the current process of TM development strategy development is iterative.

Development of the TM development program, i.e., its development strategy, is the most important task in the system of management tasks of the organization, because the content, policy and tactics of the organization, management, motivation and control functions are formed on this basis.



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The uniqueness of the management methods based on the development strategy depends on the influence of administrative management personnel, their ability to set an example and the dominance of motivation, and not on the use of coercive power. Accordingly, at first, measures will be developed in order to form ideas and understandings of the importance and necessity of implementing the strategy of unified plans of TM among the pedagogical staff. This way of work leads to a radical change in the attitude of TM employees to their work and to an increase in the quality level of the potential of their personnel. Ensuring the broad participation of all employees in management becomes an important task of the management of the educational institution at all stages of the implementation of the target strategy of TM. An appropriate motivational environment will be created to support the implementation of this task. All previously used principles of encouraging active and effective work are revised, methods of material, moral and social stimulation of employees and professors of the institution are motivational mechanisms that ensure their personal and collective development. directed to use.

It is inevitable that there is a subjective acceptance of different points of view, positions and concepts, as a result of which resistance to particular innovations and the concept of development in general manifests itself. Therefore, overcoming the resistance that arises becomes another unique task of the HEI administration, since such problems did not exist in the management of the usual understanding and practice processes. But it is not possible to overcome such manifestations by means of force or command, but it is necessary to find effective means and tactics to understand and adopt the ideas of TM strategy.

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