

WAYS OF FORMING THE PEDAGOGICAL COMPETENCE OF LEADERS IN THE HIGHER EDUCATION SYSTEM

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Anntation

In the article, the scientific and theoretical analysis of the implementation of innovative technologies for increasing the professional and pedagogical competence of the leading personnel operating in the higher education system is described with our author's opinions, views, suggestions and recommendations.

Key words

Competence, category, competent, model, skill, qualification.

Analyzing that the development of communicative competences of future specialists in the higher education system is a pedagogical problem, it is necessary to determine the priority directions of the systematic reform of the education system in the Republic of Uzbekistan, independent and independent students with modern knowledge and high moral and ethical qualities. In order to raise the process of training of highly qualified personnel with thinking and communicative competencies to a new level in terms of quality, based on the Decree of the President of the Republic of Uzbekistan dated January 28, 2022 No. It can be recognized that the adoption of the Decree on" is aimed at eliminating these problems.

An important factor in improving the educational process is inextricably linked with the formation of a high level of professional and pedagogical competence of the leader in the educational system. The creation of advanced pedagogical technologies, didactic support of the educational process is the basis for improving the educational system. This, in turn, imposes various new tasks on the heads of the educational system in terms of organizing the educational system by implementing the world-class achievements and innovations of innovative technologies and positively solving the non-traditional problems that arise in their activities.

Ensuring the implementation of the Decree of the President of the Republic of Uzbekistan "On the introduction of the system of continuous professional development of managers and pedagogues of higher educational institutions" dated August 27, 2019 No. PF-5789 to introduce mechanisms for continuous updating of professional knowledge, skills and abilities of personnel, to increase professional training to the level necessary to ensure the quality of higher education in accordance with modern requirements, to vary and complement each other the direct and indirect forms of retraining and professional development in order to ensure its implementation on the basis of the principles of complementarity, the management personnel of higher educational institutions should be able to form an educational environment in the team, to know various modern methods of management and be based on them, to be able to determine the direction of developing ideas, to use best practices and it is necessary to regularly study scientific and technical achievements, to apply them to their activities, to be able to organize innovative activities in the management process. For this, the leader must know his motivation.

Leader motivation is one of the most important psychological categories of management. In the science of psychology, the concepts of motive and motivation are the core (basis) of the personality structure. That is, the term "motivation" is used as a field concept summarizing the sum of processes of psychological updates, changes, situations, characteristics of a leader. In other words,

on the basis of this psychological reality, the causal conditioning of behavior depends on the leader's activity, creativity, efficiency, thoroughness of knowledge, logic, and consistency in the work process, armed with motive and motivation. That is why the success and independence of the leader's leadership activity, behavior, behavior depend to a large extent on motivation, that is, on the formation of the struggle of motives. The leader's level of consciousness: All forms of mental reflection in a person are integrated into a single system (structure). The most complex and highest form of reflection in the evolution of nature is consciousness. Consciousness is the unity of all mental processes, states and characteristics of a person as a person. Therefore, he is the creator, that is, the world does not satisfy man. Work is crucial in the development of consciousness. At the center of all problems in psychology is the person and his activity. In our society, armed with the national idea and the ideology of independence, as the role of the leader in social development increases, the importance of pedagogy and psychology in the system of sciences also increases, and in the conditions of the new society, it acquires the right direction that corresponds to the interests of people and development. In this regard, it can be seen from the views of the following scientists that the formation of pedagogical competence for the leading personnel is an important and inevitable process:

According to A.R. Khojaboev, approach from the perspective of competence is a way to achieve a new quality of education. Of course, such a view did not arise by chance, the scientist says that here we are talking about a new unit for measuring human enlightenment, because today knowledge, skills and abilities are a complete measure of the quality of education. , does not allow to determine it[1].

T.V. Shtikova considers the basic concept of "communicative competence" as the integrative integrity of the experience of communicative activity, which includes professionally important communicative-personal, didactic and gnostic knowledge, skills, as well as professionally important qualities of the pedagogue and ensures the effectiveness of his communicative activity [2].

M.Stefanova puts forward the opinion that the priority of communicative competence of learners should be set in education, she says that "the growing generation should be literate and independent from the communicative and human aspect both in their education and in their lives." [3].

In M. Gulyamova's research, it was shown that today the competence approach is widely applied to the teaching process of all subjects, and that it is not enough to provide students with knowledge, skills and qualifications in science, but the knowledge, It became clear that it is necessary to form the skills of practical application of skills and skills in different situations. Therefore, education based on the competence approach is education aimed at developing the ability to apply the acquired knowledge, skills and abilities in their personal, professional and social activities, independent thinking, active citizenship in students. It implies having a position, taking initiative, being able to use information and communication technologies wisely in one's activities, consciously choosing a profession, healthy competition, and general cultural skills[4].

N. Muslimov said that individual-oriented education includes the organization and implementation of joint educational activities of teachers and students. Joint educational activity is not immediately and permanently given in a finished form, and its content is not limited to the content of acquired knowledge, which means expanding the boundaries of personality formation. It is a combination of transferring knowledge and experience with their generation, production, and transformation. In the process of implementing education focused on the personality of the student, it is necessary to pay special attention to its content, tools and how different methods are structured, because they allow the student to demonstrate the ability to choose educational material, its types and forms during the course of education. gives [5].

Based on the above considerations, the psyche of managers manifests itself as three types of mental phenomena:

1. Mental characteristics of a leader are stable features of his temperament, character, abilities and mental processes, as well as inclinations, beliefs, knowledge, skills, qualifications and habits.

2. Although mental states do not last long, they are a very complex process. This includes cheerfulness or depression, activity or tiredness, restlessness, restlessness, good or bad mood, etc.

3. Mental processes include simple mental processes that are a complex type of mental activity. In order to use the possibilities of the science of psychology for practical purposes and, first of all, to strengthen the management system and to exert a psychological influence on them, every manager should know the influencing laws of the psyche. It is natural that today's psychological processes attract an aspiring leader with their various manifestations. No matter how knowledgeable, sensitive, talented and confident the leader is, there are complex psychological processes, situations, and features that he has not imagined and tested in experience, which live mysteriously in the human spiritual world. Therefore, the market economy based on competition is able to appreciate the realities of life, and the high spiritual manifestations of leadership as individual freedom. "Perhaps, we can be proud of our achievements in economy and politics," said the eminent psychologist A. Qutbiddin, "but we still have to work a lot on the improvement of the national spirit, mind, thinking and feeling of the heart. Because this is a very internal and very national psychological process. In our republic, the management staff is also a big link. Therefore, to the extent that the leader is armed with the national idea and faith and understands it, the society will progress. Because of this, it is necessary for the leader to develop his acute emotional awareness and intellectual abilities, and to have a stronger understanding of the disparity between words and practice. "The world around us is a rich world. A person creates a world of objects and tools with his dreams, desires, thoughts and actions. In contrast to the old model, this approach is based on the fact that opportunities are not limited and that a person can achieve his desired dreams. For this, it is necessary to strengthen and stabilize the socio-economic, political, legal, cultural and spiritual grounds of Uzbekistan towards a common goal, to further accelerate spiritual and educational ideological work, and to mobilize towards one goal.

- taking into account the level of professional skills and suitability for the position that can clearly imagine the content of educational reforms in the selection and placement of leaders;

- formation of a reserve of senior and secondary special profession-vocational education system managers, periodically improving their qualifications;

- assessing the potential of each executive personnel, drawing quick targeted conclusions based on monitoring results;

- to increase the legal literacy of managers of higher and secondary special vocational education system, to inculcate in his mind the inevitability of punishment for any illegal action, and to draw appropriate conclusions;

- implementation of the rotation (level) of leaders in the system of higher and secondary special education, as far as possible, testing of experience in the regions;

- to put an end to cases of ignoring the rights and opportunities of citizens, to be intolerant towards the leaders who allow laziness in considering them in the prescribed manner, and in this case, a timely conclusion will prevent the next mistake. In turn, this is an important factor that ensures the success to be achieved.

So, the time has come to make changes to the principles of training and selection of managerial personnel, to enrich it based on the requirements of the time, and if the reforms being implemented to put them in their place start with the training and selection of specialist personnel for lower-level positions, our progress will accelerate. would be In recent years, students have been admitted to the master's degree in higher educational institutions of our republic on the basis of a

special competition. There fore, it would be great if the task of training reserve leadership personnel began with masters in the educational system.

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