

DEVELOPING HUMANE FACE FOR EDUCATIONAL ADMINISTRATORS

MAKHFUZA POLVONOVA¹, ALEBEL ADDIS²

AMONULLA KARIMOV³, MAGAGI ALASSAN ADAMOU⁴, FAZEENA RASHEED⁵

¹Uzbekistan, Fergana State University, ²Ethiopia, Guidance and Counselor Wolkite University,

³Tajikistan, Tajik International University of Foreign Languages, ⁴Niger, Director of Studies Ministry of Education, ⁵Maldives, Quality Assurance Department Ministry of Education

Annotation:In this article, the role of Human Face in educational administration was explored. The benefits of applying the Human Face in educational administration were emphasized and positive aspects in overcoming obstacles were considered. It was concluded that the administration based on the Human Face in the education system is the basis for creating a sincere and friendly relationship between the employee and the leader.

Key words:education, management, human face, human qualities, employee, leader, friendly attitude.

INTRODUCTION:This issue is designed to equip educational administrators with the knowledge and skills to create a nurturing and supportive environment for all staff members. Administrators play a crucial role in shaping the office culture and ensuring the well-being and success of staff members.

Today we are living in a technical era. The spreading out of advanced technology has touched everywhere. (Internet, artificial intelligence, robotics etc). The humans are replaced by the machines. Even with the advancement of these technologies, there is no way that technology can replace the humane face. We cannot disregard the fact that organization requires human values. It is the ability to work well with other people both individually and in groups. Educational Administrators with human skills can get best out of the people working with them, they know how to communicate, motivate lead and inspire enthusiasm and trust. These skills are needed at all levels of people in an organization but the top managers-the Educational Administrators need it most [1,2].

Therefore it is crucial to use humanity as a power of tool to develop the capacity of Educational Administrators in this area.

What is a Humane Face?

The concept of a humane face, which refers to embodying values such as trust, competence, honesty, openness, reliability, respect, wisdom, and care for staff. It involves understanding the importance of emotional intelligence, empathy, and compassionate leadership in the role as facilitators and leaders.

BACKGROUND:The concept of a humane face in educational leadership has its roots in the recognition of the vital role that both emotional intelligence and compassionate leadership play in creating a positive and supportive work environment. Over the years, educational institutions have come to realize that a humane face approach is not just an abstract notion but a transformative leadership style that fosters trust, empathy, and collaboration among staff members.

Historical Perspectives:The idea of a humane face in leadership can be traced back to the works of pioneering psychologists and researchers who explored the significance of emotions in interpersonal interactions. Early studies in educational psychology, such as those conducted by John Dewey and Kurt Lewin, laid the groundwork for understanding the impact of leaders' behavior on the motivation and well-being of their followers.

Impact on Staff and the Environment

The impact of a humane face in educational administration extends far beyond the well-being of staff. A supportive work environment positively influences the educational administrators' outcomes as well. When staff members feel valued, respected, and understood, they are better equipped to provide quality

A positive working culture created through the humane face approach fosters trust and open communication between administrators and support staff. This collaborative environment enables educators to share ideas, implement innovative coaching methods, and work towards common goal. Moreover, a humane face approach encourages continuous professional development among staff members, empowering them to stay updated with the latest educational research towards common goals [2,3].

RATIONALE

1. Benefits for Educational Administrator

Administrators who embody a humane face approach are better equipped to build positive relationships with staff members. By demonstrating empathy and understanding, you can create a supportive work environment that fosters trust and open communication

Embracing emotional intelligence and compassionate leadership enhances their effectiveness as facilitators and decision-makers. Administrators can lead with integrity and make fair, informed choices that consider the well-being of staff and the institution as a whole

2. Benefits for the staff

Staff members who experience a humane face approach from their administrators report higher levels of job satisfaction and motivation. Feeling valued and supported by their superiors contributes to their overall well-being and commitment to the institution

A supportive work environment nurtures creativity and innovation among staff members. When educators feel safe to express ideas and take risks, they are more likely to experiment with new teaching methods and contribute to continuous improvement

With a humane face approach, staff members feel comfortable seeking guidance and support when facing challenges. This leads to better problem-solving and a collaborative atmosphere that benefits the entire community.

3. Improving organization performance

A humane face approach positively impacts staff morale and, consequently, their productivity. Satisfied and motivated staff members are more engaged in their work and contribute their best efforts to achieving the goals.

Staff turnover rates decrease when educators feel valued and respected. This continuity ensures that institutional knowledge is retained, and the staff can build upon previous successes

A supportive work environment enhances staff collaboration and teamwork. Educators share ideas, collaborate on projects, and work towards shared objectives, ultimately improving the overall efficiency and effectiveness.

By understanding the benefits of adopting a humane face approach for both educational administrators and staff, is a guideline to contribute to a more positive and productive environment. [3,4].

ROLE OF HUMANE FACE AS EDUCATIONAL ADMINISTRATORS

As educational administrators, embracing a humane face approach is instrumental in fostering a positive and supportive environment. By embodying values such as trust, competence, honesty, openness, reliability, respect, wisdom, and care for staff, administrators can play a transformative role in their educational institutions. Here are some key aspects of the role of a humane face educational administration

1. Building Trust and Rapport

Administrators who prioritize building trust with staff create an environment where open communication flourishes. When staff members trust their leaders, they are more likely to share their concerns, ideas, and feedback, leading to better collaboration and problem-solving

Trust forms the foundation of a cohesive team, where administrators and staff work together towards shared goals. As a leader, your ability to be transparent, reliable, and approachable instills confidence and promotes a sense of belonging among staff

2. Empowering and Supporting Staff

A humane face approach involves empowering staff members to take ownership of their work and professional growth. Administrators can provide opportunities for professional development, mentorship, and recognition, demonstrating care for staff's career aspirations and well-being

Offering emotional support during challenging times, acknowledging accomplishments, and providing constructive feedback are essential aspects of supporting staff members' personal and professional development.

3. Promoting a Culture of Respect

Educational administrators who lead with respect create an inclusive and respectful culture. Valuing diversity and promoting an atmosphere where everyone's contributions are acknowledged fosters a positive and harmonious work environment

Demonstrating respect for staff members' opinions, time, and efforts strengthens their commitment to the community and encourages them to go above and beyond in their roles

4. Encouraging Innovation and Creativity

By embracing a humane face approach, administrators create a safe space for staff to experiment with new teaching methods and innovative approaches to challenges. Encouraging creativity in the classroom fosters a culture of continuous improvement and lifelong learning

Administrators can recognize and celebrate staff members' innovative efforts, inspiring others to think outside the box and contribute their ideas to the progress.

5. Nurturing a Positive Culture

The presence of a humane face in educational leadership sets the tone for the entire community. Administrators who model compassionate and supportive behavior inspire others to follow suit, leading to a positive and cohesive staff culture.

A positiveness contributes to increased staff morale, job satisfaction, and overall staff well-being, ultimately influencing the quality of education and student outcomes

6. Collaborative Decision Making

Involving staff members in decision-making processes through collaboration and consultation fosters a sense of ownership and investment in the direction. A humane face approach acknowledges the expertise and perspectives of all stakeholders.

Administrators who consider the input of staff in decision-making create a more democratic and inclusive leadership style, leading to greater job satisfaction and a stronger sense of community within the staff.

By embracing their roles as educational administrators with a humane face, educational administrators can positively impact the lives of staff members. Developing the values of trust, competence, honesty, openness, reliability, respect, wisdom, and care for staff enables administrators to create an environment that supports staff growth, well-being, and overall job satisfaction [5,6].

MECHANISM OF DEVELOPING SKILLS IN EDUCATIONAL ADMINISTRATORS

Developing a humane face in educational administrators involves a deliberate process of acquiring and refining essential skills. The following mechanisms will help educational administrators foster positive environment

1. Emotional Intelligence workshop

Conduct workshops and training sessions focused on emotional intelligence. These sessions can include activities and discussions that help administrators recognize and manage their emotions effectively.

Provide tools and strategies for administrators to empathize with staff members' perspectives, understand their emotions, and respond appropriately to their needs.

2. Active Listening Training

Implement training programs that focus on active listening skills. Administrators should be encouraged to practice active listening during staff meetings, one-on-one interactions, and other professional engagements.

Teach administrators how to give full attention to the speaker, show empathy, and respond thoughtfully to verbal and non-verbal cues.

3. Professional Development Opportunities

Encourage administrators to engage in continuous professional development related to educational leadership, emotional intelligence, and interpersonal skills.

Support administrators in attending conferences, workshops, and seminars that promote the development of a humane face and compassionate leadership.

4. Leadership Coaching and Mentoring

Provide leadership coaching or mentoring opportunities for administrators. These coaching sessions can focus on developing specific humane face attributes, such as building trust, fostering respect, and demonstrating care for staff.

Engage experienced educational leaders or external mentors who can provide guidance and constructive feedback to administrators on their leadership style.

5. Reflective practices

Encourage administrators to engage in reflective practices regularly. Reflection allows administrators to evaluate their interactions with staff and identify areas for improvement.

Provide tools or prompts for self-reflection, such as journaling or guided questions, to help administrators gain insights into their leadership practices.

6. Role-Playing and Scenario-Based Training

Conduct role-playing exercises and scenario-based training to simulate real-life interactions that administrators may encounter with staff.

These simulations can help administrators practice responding to challenging situations with empathy and understanding.

7. Peer Learning Circles

Establish peer learning circles or communities of practice among administrators. These circles provide a supportive space for administrators to share experiences, exchange best practices, and learn from one another's successes and challenges.

Peer learning circles can foster a culture of continuous learning and improvement.

8. Staff Feedback and Surveys

Encourage administrators to seek regular feedback from staff through surveys or open conversations. This feedback provides valuable insights into how administrators' actions are perceived by the staff.

Administrators can use this feedback to make necessary adjustments to their leadership style and demonstrate responsiveness to staff needs.

By implementing these educational administrators can develop and enhance their skills to embody a humane face approach. Building emotional intelligence, active listening, and reflective practices will empower administrators to create a positive and nurturing environment that supports the growth and well-being of staff members and ultimately leads to improved staff performance.

BARRIERS OF SERVING AND REACHING ALL STAFF

While developing a humane face as educational administrators is essential, there can be certain barriers that hinder the ability to effectively serve and reach all staff members. Recognizing and

addressing these barriers is crucial to creating an inclusive and supportive work environment. Some common barriers include:

1. Time Constraints

Administrators often have numerous responsibilities and tasks that can lead to time constraints. This may limit the time available for meaningful interactions with staff members.

Insufficient time might prevent administrators from fully understanding staff concerns and addressing their needs, potentially leading to feelings of neglect or lack of support.

2. Communication Gaps

Communication breakdowns between administrators and staff can hinder the establishment of a humane face. Inadequate or ineffective communication can lead to misunderstandings and a lack of clarity regarding expectations and decisions.

Language barriers or differences in communication styles may also impede effective communication between administrators and staff.

3. Hierarchical Structures

Hierarchical structures within educational institutions can create a sense of distance between administrators and staff. Staff members may feel hesitant to approach administrators due to perceived power imbalances.

This hierarchy can hinder open and transparent communication, preventing administrators from fully understanding staff concerns and needs.

4. Resistance to Change

Some staff members might resist changes proposed by administrators, even if the changes are aimed at creating a more supportive work environment.

Fear of the unknown, skepticism about the effectiveness of new approaches, or attachment to established practices can act as barriers to implementing a humane face approach.

5. Limited Resources

Educational institutions might face financial or resource constraints that limit their ability to invest in staff development programs or initiatives.

Limited resources can restrict the implementation of initiatives designed to foster a humane face, such as professional development opportunities or support services for staff.

6. Staff Diversity and Individual Needs

Administrators may face challenges in serving and reaching all staff due to the diversity of their needs and preferences.

Staff members may have unique challenges and circumstances that require personalized approaches, making it challenging to address everyone's needs effectively.

7. Resistance from Other Administrators or Stakeholders

Implementing a humane face approach may require support and collaboration from other administrators, board members, or stakeholders.

Resistance from these stakeholders to embrace the humane face concept can hinder the adoption of supportive practices across the institution.

8. Organizational Culture

The existing organizational culture within the educational institution might not prioritize a humane face approach.

A culture that values competition over collaboration or emphasizes strict adherence to rules might pose challenges to fostering trust, openness, and respect among staff.

Addressing these barriers requires a proactive and empathetic approach from educational administrators. By acknowledging and working to overcome these obstacles, administrators can create a more inclusive and supportive work environment, ensuring that all staff members feel valued, respected, and cared for in their roles.

RESULT AND OUTCOMES

Implementing a humane face approach in educational administration yields various positive results and outcomes that contribute to a more harmonious and productive environment.

The following are some of the expected results and outcomes:

1. Increase Staff Satisfaction and Morale

Staff members experience higher levels of job satisfaction when they feel valued, respected, and supported by administrators.

A humane face approach creates a positive work environment, leading to improved staff morale and overall job enjoyment.

2. Reduces Staff Turnover

When staff members feel connected to their administrators and experience a sense of belonging within the institution, they are more likely to remain committed to their roles.

Reduced staff turnover leads to higher institutional stability and the retention of valuable expertise within the school community.

3. Enhance Communication and Collaboration

Administrators who prioritize open and transparent communication foster an environment where staff members feel comfortable sharing ideas, concerns, and feedback.

Enhanced communication leads to increased collaboration among staff, resulting in a more cohesive and supportive community.

4. Improved Staff Performance and Productivity

A supportive and caring work environment motivates staff members to perform at their best and take pride in their contributions.

Improved staff performance and productivity positively impact the quality of education provided to students and contribute to overall success.

5. Stronger Teacher-Administrator Relationship

Strong teacher-administrator relationships promote a culture of teamwork, where educators work collaboratively towards shared goals.

6. Positive Impact on Student Outcome

A humane face approach influences staff morale and job satisfaction, leading to improved teacher-student interactions and classroom dynamics.

Positive staff-student relationships contribute to enhanced student engagement, academic performance, and overall well-being.

7. Increased Trust and Supportive from the community

A humane face approach enhances the reputation of the educational institution as a place where staff are valued and supported.

Increased trust and support from the community can lead to stronger parent-teacher relationships and a positive perception among external stakeholders.

8. Continuous Growth and Improvement

Administrators who embrace a humane face approach are more open to feedback and committed to their own professional growth.

This commitment to continuous improvement fosters a culture of learning and adaptation within the institution.

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