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## Formation of Student Management Culture as A Pedagogical Problem

**Hamdamova Mahzuna  
Tursunovna**

Tashkent State named after Nizami  
Pedagogical University Preschool Education  
dean of the Faculty of Pedagogical Sciences  
doctor of Philosophy (Phd), associate professor

### ABSTRACT

This article highlights the content and essence of pedagogical and psychological characteristics of the management culture of future educators, the concepts of "management culture", "culture".

### Keywords:

future educators, management culture, culture, specialist, foreign experience

Based on international advanced experiments, significant practical results have been achieved in creating a scientifically based methodological system of implementing the design of the management process on a competency approach in the preschool education system of countries such as the United States, England, Germany, Russia, South Korea. Accordingly, in the training of future educators with competitive, qualified, initiative and leadership skills, the development of skills to be able to apply the theoretical knowledge acquired in the higher education system in management practice is of great importance. For this reason, the formation of a culture of management plays an important role in the management activities of specialists in finding and implementing solutions to problems of general and specialty. In this regard, it is necessary to pay special attention to the formation of a management culture in order to prepare future specialists for management activities and to develop their specific aspects of leadership, such as Initiative, leadership.

As a result of the reforms carried out in our country "...areas such as expanding the

network of preschool educational organizations and radically improving the conditions for the comprehensive intellectual, aesthetic and physical development of children in these organizations, seriously increasing the coverage of children with preschool education and providing opportunities for use, improving the level of skills of educators and specialists are established.

The development of future educators to determine the scientific directions of the management culture and the training of specialists for its implementation allowed us to proceed to the study of pedagogical issues of the research problem and determine the essence of the management culture of management personnel working in a preschool educational organization. Taking into account the multifaceted and multifaceted nature of the problem, learning consists in revealing the essence of a competency approach to professional activity and training specialists for preschool educational organizations, identifying the main research concepts - management culture and culturology, and then determining the psychological and pedagogical

characteristics of management culture as a component of the professional culture of the management

The solution to this problem inevitably carries out an appeal to ideas and theoretical principles that reveal the professional activity of a specialist of a preschool educational organization and a competency approach to the process of professional training of a specialist of a preschool educational organization. A competency approach is an educational outcome-oriented approach, and the outcome is not the amount of information learned, but the ability of a person to act in various problem situations. Priority goals - educational areas are: self-determination, self-realization, socialization and the development of individuality [3].

The leadership style assumes that management culture has certain elements. Culture is the most important complex of management style. The qualities of humanity, such as high culturality, organization, accuracy and agility, should be an example for every leader.

In production, the relationship between leaders and between leaders and ordinary employees should be based on the rules of culturality. These rules consist of loyalty to the motherland, honest work towards the development of society, a high level of understanding of social duty, humane relations and mutual respect among people, and the likes of a man-to-man friend and a brother. Whether a leader is cultured depends on the following factors

- family origin, parents, closely related seeds;

- the environment in which you grew up from a young age;

- degree of interest in science, art, literature;

- information;

- what kind of individuals were intimate with during the period of growing up;

- to what extent to be attentive to the people around him;

- attitude towards family, children, etc.

Management culture is a complex concept of content, which is manifested in the

place of many specific requirements for the implementation of various management actions of the executive employee, in turn. Before knowing some of the requirements of management culture, it is necessary to deeply understand the content of them in relation to each other with the general principles of enterprise management, as well as consider their importance in organizing the work of management personnel. the leader is a complex concept of content, which is manifested in the place of many specific requirements for the implementation of various management actions of the employee, in turn. Before knowing some of the requirements of management culture, it is necessary to deeply understand the content of them in relation to each other with the general principles of enterprise management, as well as consider their importance in organizing the work of management personnel.

The words of control and culture do not contradict each other, but rather form a process of Management in a coherent manner. Management culture-consists of the culture of management personnel, the culture of the management process, the culture of working conditions, the culture of documentation (drawing 1). Elements of the management culture are interconnected and interact. One of the most important components of the elements of management culture is the culture of management personnel.

The leader must have a high level of culture and continue to raise his culture to the level of a perfect person. The culture of management personnel depends on many factors. For the leader, a culture of humanity, workmanship and business acumen, deep and comprehensive knowledge of the science of management, are of great importance in the process of activity.

The application of the achievements of Science and technology to labor, business, responsibility and rigor, initiative and self-opinion, impartiality from violations of the law and bureaucratic sensations, strict exactingness conscientiously perform work determines the culture of management personnel. The level of the culture of the organization of management processes is of great importance for the Bashkir

culture, and the application of advanced methods of management testifies to the fact that proper management is carried out at the enterprise. The rational distribution of managerial labor is also part of the management culture, that is, the correct distribution of Labor, the normalization of the number of employees, the selection of Personnel, their placement and use, etc

In addition to these, the management culture includes the employee's place of work (convenience of the building and workspace) the procedure for holding councils and drawing up documents, meeting, meeting and conversations with workers, receiving visitors, talking on the phone, working with employees, etc. Keeping documents is considered an integral part of management culture and its importance is incomparable. Because the operations in the entire management process begin with the document and end with the document. To enhance the culture of management, it is necessary that the leader embodies all its elements.

Management culture is one of the highest qualities of managerial personnel. Because, the management culture determines that the management employee has not only behavior, behavior, treatment, but also his knowledge-level, ability, workmanship, organization, coordination with the team, high managerial skills. To enhance the culture of management, it is necessary for the leader to embody all its elements. The main ways of leading management employees to higher culturology are their deep and excellent mastery of management science, knowledge of the essence, specifics of the management process, proper assessment, the correct Organization of Labor, the embodiment of a culture of high treatment, the work of a mutated self, the analysis of their performance, the transmission of oneself to personal maturity. Of course this is achieved on the basis of a certain time, gaining experience.

Management culture integrates several requirements that correspond to each management employee or part of it. In relation to Origin and character, these requirements are not the same. They can be of moral and technical content at the same time. Management culture is

also considered a branch of universal culture and has a number of distinctive features. The success of work at the enterprise depends not only on the acquisition of a management culture, but also on the morale of employees. The level of employee morale and management culture with forms of management, working conditions and other indicators is assessed.

Moral standards occupy a large place in the framework of management and control the etiquette and behavior of a person. It includes human relations before society, mutual respect between people, truthfulness, humility, etc. Maintaining ethical standards in the management process determines the level of culture of management. Legal norms for the management of state law and organization are reflected in the current documents. These documents include, first of all, "on enterprises", "on entrepreneurship", "on ownership" and other laws, decisions, regulatory documents. But even in the laws, not all times take into account the uniqueness of individual enterprises. Therefore, within the framework of the law, each enterprise must develop regulatory documents, taking into account its own production documentation.

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