
**FACTORS AFFECTING THE SYSTEM OF ORGANIZATION OF WORK OF THE
SCHOOL PEDAGOGICAL TEAM**

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Abstract

Currently, the organization of labor in schools is important in ensuring the quality of education, and this article analyzes the factors affecting the organization of labor of the pedagogical community.

Keywords: labor, school management, pedagogical team, labor resources, human development, organization of labor.

As defined by the UN Development Program, “Human Development is the process of providing people with a wider choice. Such a choice has the principle of limitless existence and change over time. The use of the resources necessary to live a long and healthy life, acquire knowledge and live a decent life at all levels of development is the main link in the possibilities of human development. If a person does not have such a basic choice, he will not be able to take advantage of other opportunities either [1].

The organization of pedagogical collective labor at the school is influenced by many factors: technology, national, sectorial and corporate culture, economic system, coordination by the state and trade unions, etc. The organization of Labor includes a set of issues in the scope of verification, analysis, calculation, implementation, control, organizational and technical work, the content of which is determined by:

- development of the work of organizing Technology, Technology and production in schools;
- from the improvement of the division and cooperation of labor in connection with the growing cultural and technical level of educators in the pedagogical community;
- to put performers in place and set the most expedient ways to use Working Time;
- in many ways, from the choice of the most effective forms of employment in the aggregate and in the workplace and the seat of professions, to the clear definition of the duties, rights and duties of each member in the production team;

- improvement of the labor process, introduction of advanced methods and techniques of Labor, the design and implementation of the most rational labor process, which contributes to the high labor productivity of employees, as well as the identification, study, selection and dissemination of advanced methods and methods of Labor;
- the selection, training of employees, the organization of their professional development, the improvement of the forms of work in this process.

In order to organize labor in production and service enterprises in the social and private sectors, it is necessary to solve each of the several tasks simultaneously and in a complex way. But in order to achieve the highest levels in this direction, it will be necessary to ensure an interest in healthy working conditions and results. In this regard, the main tasks of organizing labor in schools in the current conditions of a market economy are as follows:

Economic tasks. These include increasing the efficiency of labor with all measures and measures, the most productive use of Labor and material resources, the production of products, increasing the volume of services provided and improving its quality.

Sanitary and hygienic and psycho-physiological tasks. These include improving, taking into account in all respects (in complex) their social structure, gender and age sufficiently in order to protect the health of employees, ensure the safety of equipment, ensure the ability to work normally throughout the entire working period.

Social tasks. These include the comprehensive and harmonic development of employees, the content, likability of Labor, the achievement of the simplicity of the stages and procedures for its implementation, the development of creativity, creative initiative of performers, the transformation of Labor into the most necessary vital need.

Organizational tasks. These include the development of model projects of the organization of the workplace in areas, specialists and professions and the expansion of the scope of the introduction of model projects of service in plots and workshops, solving issues related to the organization of labor without separation.

The components of the organization of Labor include:

Division and cooperation of Labor. On the scale of the enterprise, the division of Labor is carried out, the implementation of deep division and cooperation of labor within the enterprise after careful consideration of its cooperation – the distribution of labor between individual plots, employees, placing employees in place, ensuring the interconnection and synchronization of their activities.

Organization of labor processes. Organizational support of labor activity implies the organization of labor processes, that is, the determination of the methods used in the implementation of a specific type of work. Studying labor processes and determining how

much working time is necessary for its implementation allows you to choose the best methods of work, rationally distribute jobs.

Labor normalization. Without setting the labor norm, the activities of employees cannot be provided organizationally. Labor normalization serves as a means of assessing various options for organizing the activities of employees. Due to the fact that any organizational change affects the expenditure of working time to some extent, labor normalization allows you to assess these changes quantitatively and choose the most rational option.

Organization of workplaces. The labor process is carried out in a certain time and space. The workplace will be the object of spatial application of Labor. The workplace is the primary link and organizational and technical basis of the production process. It is in it that the Union of the three main elements of this process occurs, and its main goal – the material transformation of the workpiece-is achieved. Therefore, for the timely and high-quality execution of production tasks, each workplace must be clearly organized in a certain way according to the nature of the work.

Working conditions. The creation of working conditions will be an integral part of the moral and material provision of Personnel activities. Working conditions are an important factor that greatly affects a person's health and ability to work. Improving working conditions, increasing the fun of work and promoting a creative attitude to work, also fulfills a great social function.

Labor and Recreation procedures. A number of authors consider the issues of improving labor and Recreation procedures within the framework of the only problem of rationalizing working conditions. We do not object to such an approach, but due to the fact that these issues have certain characteristics and are relatively independent, it is advisable to consider them as a separate element of organizing the activities of employees.

Selection, training and qualification of employees. When solving organizational tasks, it is of great importance to train employees and increase their level of activity. The development of market relations radically changes the approach to training and professional development of employees. In the field of working with employees in new conditions, flexibility in the situation is necessary, that is, the professional structure must be variable in accordance with the change in the technical basis of production.

Encourage labor. The creation of a system of material and spiritual stimulation of Labor implies such as wages, the use of types and systems of position salaries, the development of reward systems. The organization of Labor promotion should be aimed at rational use of working time, mastering advanced working methods, better organization of jobs, ensuring the necessary accuracy and organization at work in order to achieve high performance in labor activities.

Socio-Labor Relations. Currently, the term " socio-Labor Relations " has entered into scientific consumption and is actively used. It is appropriate to include the realities that he names as a structural element in the organizational support of the labor activity of employees.

Labor discipline. The general labor results of employees of the enterprise depend on the personal labor results of each employee. Therefore, in order for them to operate together, it is necessary to maintain a certain order, observe the beginning and completion of work, breaks, etc. In addition, a clear mechanism for maintaining labor discipline is also necessary.

To date, several functions of Labor Organization have been established. They can include the following in their sentence:

Resource-saving, including labor-saving function, labor-saving, focused on efficient use of raw materials, energy and materials. In addition, labor savings are aimed not only at saving the means of production, but also at obtaining the benefits of useless labor. It is achieved by the rational distribution and cooperation of Labor, the application of rational methods and methods of Labor, the clear Organization of workplaces and the establishment of service in the most optimal way. Saving resources will serve to improve the quality of the product: good quality equals high quantity. Saving resources is the main lever of intensification of production. Currently, an increase in the need for fuel, energy, metal and other materials should be met at the expense of saving them by 75-80 percent. It is necessary to direct Ben not only technology, but also the organization of Labor. Therefore, the criterion of the scientific nature of the organization of Labor is becoming associated with its comprehensively lively and ensuring the reduction of labor costs in the past.

The optimization function is manifested in the fact that the level of labor organization fully corresponds to the level of technical armament of the improving production, achieving a scientific justification of labor norms and the intensity of Labor, the level of remuneration of Labor correspond to its final results. Optimization in modern conditions is the central direction of solving various issues in the field of Labor Organization.

Effective employee formation function. It is the scientific basis of directing employees to a profession and choosing a profession, training them and systematically improving their qualifications. In a market economy, the requirements for the quality of the selection of employees and their professional skills have increased significantly. As the level of complexity of the technique used increases, the requirements for the execution of performers to make timely and correct decisions are increasing. The scientific approach to the formation of personnel and their professional development is becoming a requirement of the period and an important function of the organization of Labor.

The function of caring for Labor is manifested in the creation of comfortable, safe and healthy working conditions, the establishment of rational regimes of Labor and rest, the use of a

flexible working time regime, the Bringing of difficult working conditions to a normal level. The problem of human health is significantly determined by the production conditions. Therefore, one of the functions of the scientific organization of Labor is aimed at maintaining the health of workers in production.

Function of glorification of Labor. This is the most important function of organizing social labor in a developed country.

The educational and activating function is aimed at strengthening labor discipline, promoting activity in labor and creative initiative. The higher level of labor organization contributes to the formation of these qualities in the worker, the higher the quality of performers, the higher the level of Labor Organization.

In practical life and scientific literature, it is described about the organization of labor in a brigade, contract, contract, team and other forms. What is said as a form of Labor Organization, how many are their total number, how are they classified and determined? Forms of Labor Organization are its types, which differ from each other in the resolution of issues on individual elements of Labor Organization. According to the method of setting up plan findings and accounting for the work performed, it is possible to distinguish between forms of Organization of labor in a single and group (collective) order. As a form of individual organization of Labor, production assignments at the enterprise, accounting for the work performed and calculation of wages are carried out separately for each employee. As a form of group (collective) organization of Labor, the production assignment is assigned to a specific unit of the enterprise, the accounting of the work performed is taken into account by the final results of the labor of workers of this unit, the salary is also initially calculated by the entire unit, only then it is distributed among the workers.

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