

## FORMATION OF MANAGEMENT CULTURE BASED ON MODERN PEDAGOGICAL APPROACHES IN THE FIELD OF EDUCATION

Gafurova Nigora Ilhomovna

Teacher of the Department of Educational  
Management of Kokand state pedagogical institute

Kholdarova Mukhlisa Sadullajon kizi

Student of Kokand state pedagogical institute

### Abstract

The organization and reform of the educational process in accordance with modern requirements depends in many ways not only on the formation of pedagogical skills in future pedagogues, but also on the formation of the culture of educational management based on the management of the entire lesson process. The opportunities given to young people by our state lead them to increase their potential on a global scale, and this process requires reforms in modern education management. From this article, it is recommended to educate future pedagogues based on modern pedagogical approaches based on spiritual and moral values, and thereby use them in the formation of management culture.

**Keywords:** Modern pedagogical approaches, modern education system, management, culture, management culture, future pedagogues, reforms.

Today, the development of all fields depends on the modern management of the activities of pedagogues. The level of society is measured by the level of teachers working in it. Management of the educational system based on modern pedagogical approaches in the field of education is an urgent topic today.

Many reforms are being implemented in our country in the management and reform of the education system based on modern pedagogical approaches. In particular, the Teachers' Forum, which has been organized as a tradition in public education since 2022, is an event aimed at reforming not only the education system, but also the interests of teachers. Chapter 5 of the new version of the Law of the Republic of Uzbekistan on Education, adopted in 2020, defined the legal status of pedagogues, and Article 28 defined the management of educational organizations.

Management of the educational organization is carried out by:

- ✓ pedagogical council;
- ✓ supervisory (guardian) board;
- ✓ council of higher education organization;
- ✓ head of the educational organization.

Public management bodies can be established in educational organizations. Candidates of personnel participate in the management of educational organizations and personnel training.[1]

The concept of "culture" is a general indicator of the level of development and has several meanings. For example, it is possible to talk about the culture of society, the culture of some individuals, and finally, the culture of some type of human activity. Human activity is divided into types that create material and spiritual wealth. Therefore, material and spiritual culture are distinguished.

Management culture is a concept that represents a set of cultural and educational activities aimed at realizing a certain goal in the field of management and leadership and the process of their implementation. Management culture is applied to any managed object. Therefore, we can observe management culture both in the management of society and in the management of organizations and institutions. In particular, in essence, management culture is the implementation of management taking into account the activities of employees, goals and their values.

A rationally organized management culture creates an opportunity to accelerate the existing human resources in the organization and thereby further increase labor efficiency. At the same time, management culture allows to achieve low-cost and significant results in short periods of time. By improving the management culture, it becomes possible to increase the production efficiency by realizing the internal capabilities of certain enterprise members - knowledge, experience, creative potential, employees' desire to express themselves. In this sense, management culture serves the formation of organizational culture, standards of behavior, improvement of communication between employees, rational attitude to work. With the advancement of society to new levels of development, the management culture is perfected in accordance with the requirements of the times.

In the current period, the effectiveness of the organization or enterprise is determined by the production of more modern competitive products. In such conditions, the management culture of the organization should be aimed at introducing innovative projects as much as possible. Management culture is the essence of the interaction between the administration and employees at the organization level, and between the government and citizens at the community level. Therefore, management culture is a concept that changes and improves both in terms of content and form. In particular, at the current stage of the society's development, the management culture is absorbing more democratic principles.

Management culture can also be defined as a form of culture in this society. In this respect, the culture of management in a particular organization and institution reflects the main aspects of the culture practiced in state management. When developing the main principles of management culture, it is necessary to take into account the main factors determining the culture of this society, especially national characteristics. In addition, mutual coordination of



economic, social and political goals is also important. Such a need is the main condition for the development of an enterprise or organization. Management culture as a form of social control is a process of consistent application of existing knowledge in practice, it should have the characteristics of continuous development, perfection and reflect the latest innovations and discoveries of science. Leaders are the implementers of management culture. The most urgent issue in training modern leaders is to further improve their scientific and cultural potential, management culture.

Currently, there are three main types of management culture in the management of society: authoritarian, democratic and liberal. As Uzbekistan is building a legal state and a civil society, the principles of democratic governance are taking the leading place in the management of the society, and the management culture is being manifested accordingly.

Management experience management culture is very important. In the course of its development, humanity has accumulated a great deal of management experience. In market conditions, this experience should serve to improve management efficiency. The emergence and development of management is primarily related to the rise in the level of management culture. Because, by critically evaluating management ways, methods, tools and methods, the best of them were selected for use in world experience. Management culture is a component of human culture and has a number of unique characteristics. Having a culture is not only necessary for a manager, but also a requirement, because in order for every department of every organization to work effectively, its employees must have a high culture. The level of management culture is evaluated by indicators reflecting the culture of employees, especially managers, the culture of the management process, management techniques, and working conditions. The diversity of the elements of management culture creates the need to observe various standards, including moral, legal, economic, organizational, technical, and aesthetic standards in the management process.

In conclusion, we can say that at a time when the culture of management is absorbing more democratic principles, the modern pedagogue should first of all master the culture of democratic management in managing the class, the lesson, and the student. If such a system is created, the teacher will teach, the student will study, and the parents will teach their child. We can certainly make this process a reality by reforming our educational management system and forming pedagogical skills in management. That is, we need to be able to inculcate the skills of management culture in the future managers of our educational system. Only if they are able to give students the position of management and leadership during their professional activities, we will be able to educate the society of great, cultured managers who are skilled masters of their profession, burning with the pain of the country, and we will be considered to have achieved our goal. As our president said: "If the reputation of the teacher increases, the reputation of the school increases, the value of education and education increases."

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