

**MODERN MECHANISMS OF PRESCHOOL EDUCATION ORGANIZATION
MANAGEMENT: PROBLEMS AND SOLUTIONS (as an example of normative
documents of preschool education)**

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Annation: The article analyzes the modern management mechanisms of preschool educational organizations, management ethics, knowledge, competence and pedagogical skills in harmony with pedagogical innovations. Also, modern mechanisms of today's management are scientifically and theoretically justified in the formation of a leader.

Key words: Management, management, management method, liberal leader, democratic leader.

The word "management" is derived from the English language and means that the art of management means management authority, organization, leadership (planning, regulation, coordination, control). Management is a set of methods, forms and means of coordinating and managing activities, i.e. the activities of people or their groups, to achieve the intended goals. In simple words, management generally means organizing and leading this or that type of activity, i.e. coordinating the behavior and relations of people operating in different fields, organizing the correct use of their opportunities and abilities, means control and management. First of all, management is to manage people, to interest them in their activities, to have a creative approach to entrepreneurship, to work, to form feelings of self-confidence, to help them acquire knowledge, skills and qualifications in the fields, to encourage innovation and creativity, to be humane. means management of activities.

According to L. Fishman, educational management is management organized on a scientific basis, based on a unique hierarchy: a leader, a pedagogical team, a team of learners. Accordingly, management can be carried out on the basis of various models: integrated model, the first stage - management of the activities of the pedagogical team; the second step is to manage children's activities. In addition, scientists emphasize that educational management has a number of unique features. Among them, the following features are the main ones:

- educational management has a moral dimension defined by the word "purposefulness";
- educational management is a science and an art (because interpersonal relations play a big role in it);
- mutual dialectic unity of the interests of the individual, the state and society, which is reflected in the content of management;
- active participation of the public in education management.

M. Sharifho'jaev, Yo. Abdullayev, among the scientists who made a significant contribution to the development of the science of management in our country, emphasized that management is a choice that requires a unique high art and skill, making decisions based on this choice and controlling its implementation. define as follows: "Management is the process of selection, decision-making and control over its implementation." There are the following types of management in educational management:

Autocratic leader: This type of leader:

- does not take into account the opinion of the team when issuing orders, making decisions, punishing or encouraging employees;
- keeps away from the team; limits direct communication between team members;
- cannot tolerate criticism of his inappropriate actions;
- likes to sharply criticize the actions of his subordinates;
- tends to give absolute orders, to subjugate everyone to his wishes without words;

- he does not like to talk a lot, but when dealing with his subordinates, his leadership pride and arrogance are noticeable;

- he is in a frowning mood in front of his subordinates.

So, an autocratic leader develops from self-confident, ambitious, overconfident in his abilities and capabilities, who strives to pass his judgment.

If such a leader is out of control, very negative situations such as rudeness, arrogance, oppression and coercion will arise.

However, the autocratic management method cannot be called bad in all respects. In some cases, choosing an autocratic style may also work due to the subordinate's low cultural level and morals.

A liberal leader This type of leader:

- will be without will, without initiative;

- does not like to take responsibility;

- leaves the case alone;

- dislikes being strict with the office;

- is overly cautious;

- does not want to break contact with any employee;

- not demanding, weak control;

- even if he does not directly allow abuses, he makes himself ignorant.

Such a leader stands out for his susceptibility to outside influence.

A democratic leader is this type of leader:

- carries out management functions in accordance with the team's opinion;

- engages employees in production management;

- listens to their opinion;

- consults with them, takes into account their positive aspects;

- treats everyone equally and sincerely, does not show superiority;

- works in a persuasive manner rather than by giving orders;

- command leadership style develops the personal initiative and creative activity of subordinates and creates a friendly and working atmosphere in the team.

Regardless of what form of management he uses, the manager must have his own independent worldview, independent opinion and moral image, which includes the following.

In any case, a leader should not forget his main responsibility, that is, to educate his subordinates by his example, regardless of the level of leadership.

The Law of the Republic of Uzbekistan "On Education" states that the management of the education sector in Uzbekistan is carried out by the higher government and its management bodies under the jurisdiction of the republic, as well as by the local government and its management bodies.

At the present time, when the countries of the world are developing rapidly, the process of integration and globalization is actively being implemented, ample conditions are being created for preschool children to grow up mature, competent, mentally and physically healthy, spiritually strong, and rich in meaning. It is possible to identify early the characteristics of a child's talent pool, and the degree to which these characteristics are formed in children depends mainly on parents and educators. The environment of the family and preschool education organization can grow the future Al-Bukhari, Ibn Sina or Einstein, or on the contrary, it can extinguish the ability of creative talent like Alisher Navoi, Babur and Beethoven. Talent in a child is first of all manifested in the form of ability and ability. In the current period, important changes have taken place in the field of pedagogy, which we can see in the informatization of the education system and the use of advanced pedagogical technologies. On September 30, 2017, the President of our country, Shavkat Mirziyoyev, signed a decree on measures to fundamentally improve the management of the preschool

education system. Based on this document, the Ministry of Preschool Education was established. In a word, it would not be wrong to say that a new era has begun in the preschool education system of our country since this day.

Pre-school educational organizations widely use Maria Montessori and IMEN technologies in educating children.

Today, the author's methodology of the famous Italian pedagogue Maria Montessori is very widespread in the world preschool education system. The 10 unconventional rules of this pedagogical system include:

1. The child is the main focus;
 2. The teacher directs the child's attention;
 3. The environment around children is changed according to their interests;
 4. Children of different ages can participate in some activities together;
 5. Children should be free in activities;
 6. The child chooses to play alone or to engage with his peers;
 7. Children are engaged as much as they want;
 8. In a group, there are rules that even adults follow;
 9. The child is allowed to evaluate his own work;
 10. Help is not offered without the child's request;
- Maria Montessori has the following appeal to the entire humanity of her time: "We have such a problem - adults are the focus of development." If the authorities focus on children, on their hearts, we will build a world where peace reigns. Knowledge is a weapon of peace.

We know that every child has a talent for something. Such generalized training allows to identify these abilities as early as possible and to direct them correctly. Because in the complex of pedagogical technologies during training, children think, play, know and explain what they know. In the course of training, it is possible not only to use pedagogical technologies of one direction, but also to generalize pedagogical technologies of several directions, that is, to effectively use a complex of pedotechnologies.

It should be noted that one of the main tasks of the Ministry of Preschool Education is to create conditions for intellectual, moral, aesthetic and physical development of preschool children, taking into account advanced foreign experiences.

It is worth paying special attention to the task of introducing an electronic program on the admission and queuing of children to state pre-school educational institutions on the single interactive state services portal. Therefore, it is expected that the electronic admission service will be launched in our preschool education system soon.

In the Korean preschool education system, special attention is paid to the wishes of students and parents, - says Korean expert Oh Kyong Mi. - For example, the training room consists of different corners (constructors, books, soft toys, etc.), and the child spends time in the corner he wants. In addition, after lunch, children go to sleep according to the wishes of their parents. If the parents do not want it, the child is engaged in passive activities.

The organization of preschool education and the educational process in schools are aimed at the comprehensive development of children's abilities and talents, and the formation of their personality. The productivity of this process depends on the pedagogue's good knowledge of children, the use of various methods of education and training. Of course, it is appropriate for us to take aspects of our national mentality from the world experience in this regard.

In conclusion, it should be emphasized that the use of advanced pedagogical technologies in early detection of children's abilities, creating conditions for their development and ensuring that their talents are manifested is not only the success of a family or educator, but also the success of the nation, society and is the success of mankind. Because with the help of this talent, the child serves not only for the development of society, but also for the development of humanity.

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