

MODERN APPROACHES TO MANAGEMENT IN THE FIELD OF EDUCATION

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**Annotation:** *Modern approaches to personnel management in the educational field are focused on fulfilling tasks related to the innovative development of the economy. This implies a variety of forms of service provision, support for the educational potential of families, individualization of processes and focus on practical results. A special role in the implementation of these tasks is assigned to professional competence based on the personal and professional growth of teachers and administration. Changes in the educational system are carried out with the active participation of teaching staff.*

**Keywords:** *educational organizations, system elements, planning education*

Research shows that only in a professional environment where cooperation and mutual understanding prevail, conditions are created for the effective activity of each member of the team, which directly affects the improvement of the quality of educational services provided.

The modern approach to the management of educational organizations is based on scientifically based actions of the administration and teaching staff. Their activities are aimed at the rational use of resources, such as the time and efforts of teachers and students, to achieve deeper learning of educational disciplines, moral education, comprehensive personal development and preparation for future professional activities. The successful fulfillment of these tasks depends on the professional skills of the supervisor and teachers, their ability to apply modern scientific discoveries and many years of experience, on the atmosphere in the team, as well as on the initiative of teachers and students in educational and educational activities. We live in an era focused on creating conditions for unlocking the potential of the individual, strengthening the importance of protecting human rights and freedoms, developing market relations, and forming new social systems and management methods. In this regard, the team management process comes to the fore. It is important for managers to deeply master the basics of organization and management, to use modern approaches to effectively influence the work of subordinates so that they, in turn, successfully fulfill their plans and tasks. Despite the fact that there is still insufficient data on the management of educational organizations, existing scientific research already allows creating conditions conducive to the formation of a team's interest in productive and effective work.

The modern approach to management consists in a balanced combination of human values, organizational changes and adaptation to dynamically changing environmental conditions. Today, the management system should be simple, mobile and meet the following criteria: a minimum number of management levels, compact units with qualified employees, as well as flexible structures based on teams of specialists. The effectiveness and quality of management depend on the sound application of methodologies, approaches and principles, which allows the head to conduct an in-depth analysis of the educational organization. Modern management

tasks are based on more than fourteen scientific approaches. An integrated approach involves taking into account significant interrelated factors of the internal and external environment of the organization. These include technological, economic, environmental, organizational, demographic, social, psychological, and political aspects. The integration approach in management is aimed at studying and strengthening the interrelationships and interactions between: various subsystems and elements of the control system; stages of the management object's life cycle; control levels both vertically and horizontally. Integration is a process of deepening cooperation between subjects, managing system elements, their interactions and connections. It can also be considered as a process of exchanging components between organizations. The marketing approach is consumer-oriented: the management subsystem in the process of performing tasks should focus on meeting human needs, since this is the main goal of any type of work. The functional management approach considers needs as a set of functions necessary to meet them. After identifying these functions, the manager should develop several alternative solutions for their implementation. The choice of the optimal option is based on minimizing the total costs for the entire life cycle of the facility while achieving the maximum beneficial effect.

The theory of the situational approach is based on several key provisions that help managers flexibly and effectively manage the organization, depending on specific circumstances.: Knowledge of professional management tools: The manager must have knowledge of management processes, understand the specifics of individual and group behavior, possess system analysis, as well as planning and control methods. Forecasting the consequences of management methods: A manager should be able to predict the possible consequences of applying various management methods in each specific situation, taking into account their advantages and disadvantages. Accurate interpretation of the situation: The manager must be able to correctly interpret the current situation, identify key factors and predict the possible results of changes in parameters. Combining methods: The manager must be able to effectively combine methods, minimizing negative effects and maximizing effectiveness to achieve the goals of the organization. The system approach emphasizes that any organization is a set of interrelated components that include input (resources), output (goals), and interaction with the external environment, with feedback. The program-based approach focuses on clearly defining goals and developing programs to achieve them, taking into account the necessary resources. This approach helps to find solutions to problems that cannot be solved by traditional planning methods. The frame approach helps to create an ideal model of the object under study, which serves as a basis for interpreting real situations in everyday practice. Creating a frame gives the manager a clear understanding of the organization's structure and helps them find new ideas and solutions to emerging problems. To successfully manage an educational organization, it is necessary to use new methods and approaches, taking into account current trends in personnel management. This includes taking into account the capabilities of teachers, their professional competence and willingness to innovate. The professional competence of the manager also plays an important role, as it

determines the direction of work with the team. A successful manager shows positive personal qualities and applies effective methods of interaction with the team, which contributes to the successful fulfillment of managerial tasks.

Summarizing the cited scientific research, it can be emphasized that Federal State Educational Standards ensure the unity of the educational space of the Russian Federation and the quality of education. The law provides state guarantees of the level and quality of education based on the unity of requirements for the conditions of implementation of basic educational programs and the results of their development.

To solve the tasks that contribute to achieving the goal, a specific characteristic of the components of the quality of education is given, namely: the quality of the educational process (the quality of the educational content and the quality of the technologies and methods of education used); the quality of targets and norms; the quality of conditions in the educational organization and the quality of results (the strength of knowledge). The tasks are solved using the following functions:

- information and analytical (information support and analysis); - motivational-targeted (motivation is provided by a need and is based on a set goal);
- planning and prognostic (planning and forecasting); - control and diagnostic (assessment and self-assessment of information, self-analysis);
- organizational and executive (selection of models of educational and managerial activities in accordance with the purpose and objectives);
- regulatory and correctional (operational use of methods and influences in the management of the pedagogical system)

It should be noted that the implementation of the proposed model does not carry limitations and risks in its implementation, as it is a generalized methodological justification for a schematic representation of reality in education quality management. The purpose of the proposed model is to provide an understanding of how the process will proceed from start to finish, and this model can serve as a basis for planning education quality management. Therefore, quality management of education will be effective if the effectiveness of the educational process meets the expectations and needs of society, and the quality of education is determined by the sum of indicators of various aspects of educational activities of an educational organization.

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