



TECHNOLOGY FOR IMPROVING WORKING METHODS OF LEADERS

Submission Date: May 14, 2024, **Accepted Date:** May 19, 2024,

Published Date: May 24, 2024

Crossref doi: <https://doi.org/10.37547/pedagogics-crjp-05-05-09>

Journal Website:
<https://masterjournals.com/index.php/crjp>

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ABSTRACT

The article highlights the technology of improving the methods of work of the head on the basis of didactic criteria and principles. Management methods are consistently linked to each other. It is argued that their unity – a common goal – is aimed at improving the effectiveness of team activities.

KEYWORDS

Team, management, method, influences, directives, incentive, social, activity, experience, law, purpose, obligation, direct, indirect, task.

INTRODUCTION

In order to effectively perform the task of managing the pedagogical team, the leaders themselves must know the leadership methods well and constantly improve them. These methods are the methods of the leader to influence the employees working under him. Generally, management methods are studied in the following three groups:

Methods based on direct directive instructions (they are often called organizational-administrative methods).

Methods based on the use of economic incentives (they are often called economic methods).

Social-psychological methods.

Management methods are sequential, coherent, connected and united with each other. Their unity lies



in the fact that they are aimed at the same goal - more effective team work.

All of the above-mentioned methods are scientifically based, empirically tested methods. They should be developed taking into account economic laws and the interests of employees. The differences between them are the forms of the leader's influence on the team and employees. Organizational-administrative methods of management are based on direct directive instructions.

Defines specific tasks for various types of production facilities for higher authorities or employees subordinate to the leader. Assignments clearly indicate what subordinate employees should do. The goal and task are expressed directly. Therefore, such an effect on the employee and the team is called a direct effect.

Tasks, in fact, have the power of an order, they are obliged to carry out. Subordinate employees are not given the right to choose whether to complete the task or not. Therefore, such methods of management are called directive (guidance, program instructions) methods.

Rectors, heads of medicine, secondary special vocational education under the system of the Ministry of Higher and Secondary Special Education and Public Education of the Republic of Uzbekistan use these methods every day in their work. For example, the rector of the university gives an assignment to his deputies, faculty deans, department heads. Every vice-rector or deans, heads of departments should know how to complete the task in a timely manner. This is an example of direct directive management within a specific discipline and education. These management methods are regulated by legal acts related to labor and economic legislation: the model charter of the collective, the charter of the state enterprise, laws on labor, etc.

Currently, communities in all educational systems are widely using the method of social protection based on material incentives, as in the entire national economy.

Direct control with the help of material stimuli (incentive, motivating reason). Influence on employees is carried out through direct material benefit. By means of financial incentives, depending on the work, age, position, respect, scientific and creative potential, based on the rating points in the regulations, an additional salary is given as a financial incentive based on the proposal of the commission formed in a special team (with the participation of the internal control department).

Management requires the use of not only one economic tool, but a whole system of material incentives. The leader should organize the management of the educational system and financial incentives in such a way that each member of the team has a conscious interest in achieving high levels of work and discipline in his workplace, the results of his team's activities and the development of the entire educational system.

The effectiveness of the management methods used by the leader largely depends on the leader's work method. A summary of the leader's work methods and methods, his team management rules and procedures. The work method of each leader should be evaluated, first of all, taking into account how well his entire activity meets the necessary requirements set for employees. This method involves high demands on oneself and others, does not allow complacency, and is against all forms of bureaucracy and formalism.

The democratic leadership method is consistent with the nature of our system. It is characterized by the wide participation of the entire team in managing the work. In this way of working, important decisions are made together with the team. In this, forms of team



discussion and coordination, team internal control capabilities are widely used.

Although the leader is active, he relies on the team in every matter. He expresses his instructions in the form of proposals that are discussed in the team. In this method, the interaction of the leader with the employees working under him, the ability to work with employees takes an important place. His reputation, the effectiveness of his leadership largely depends on how he interacts with his employees, how he behaves, and how he gives instructions. A leader should feel responsible not only for his personal work, but also for the work of his employees. They, in turn, are responsible to the leader for the quality performance of the tasks they receive.

Accountability requires constant control from top to bottom. The purpose of control is to identify and prevent errors, non-fulfilment of specified tasks, careless handling of material assets and violations of laws.

Control should not be carried out only by the manager himself and the employees appointed by him, it is necessary to involve as many employees as possible. People's control bodies play an important role in this field.

Some leaders allow too much centralization. He tries to solve everything himself. He does not trust his subordinates. This method of work stifles the initiative of employees and their independence. This leads to the superficial performance of the work assigned by the leader, causes laziness, apathy, which harms not only the labor process, but also the social development of the team.

There is another deviation in the process of management, in which the leader allows excessive neutrality. He leaves his employees alone. He cannot demand the completion of assigned work, thus he

cannot provide leadership. Of course, the comments presented here cannot be regarded as laws that apply to all events in life.

A lot depends on the working conditions and the character of the employees working together in the formation of the work method. The effectiveness of all the work related to management in the educational system directly depends on the managers, their qualifications, personal qualities and interest in work.

Work with managers includes training, assigning them responsibility for a specific area, as well as evaluating the work of each manager.

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