



IMPROVING THE MECHANISM FOR ASSESSING THEIR POTENTIAL IN THE APPOINTMENT OF LEADERS IN THE PRESCHOOL EDUCATION

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Annotation

The article discusses the requirements for candidates for the post of director of preschool education, in particular, the moral and spiritual qualities, his professionalism, the ability to analyze the process, the quality of management.

Keywords: candidate, interview, image, etiquette, management, individuality.

Introduction

It is known that to date, a number of methods of appointment to leadership positions are widely used in practice. Because for any organization, it is very important to select a real candidate.

In order to determine the suitability of a candidate for the organization, first of all, it is necessary to determine his abilities, professional knowledge, experience, criteria. The ongoing economic and social changes in Uzbekistan, the formation of the economy in an innovative direction, the integration of the world economy into the education system is one of the most pressing issues for the training of quality professionals.

The quality of education is crucial to the successful development of any state. In developed countries, intellectual potential, which is determined by the quality of education, is becoming an important factor in the well-being of society. Let us first clarify our knowledge of the concept of quality. The concept of "quality" is interpreted differently, sometimes in contradictory terms.

In pedagogy, it is the signs, features, peculiarities that have an important significance that distinguish one object or event from another. One of the most pressing issues today is the selection of leaders in preschool education that meet modern requirements, are spiritually mature, have existing knowledge and cover other aspects.

There are factors in the implementation and maintenance of the organization - a comprehensive approach to the management of creative activities of participants in education and the process and compliance with state educational standards, the successful operation of the organization, ensuring the quality of service of each teacher and leader. At the same time, quality does not negate the management structure, which is crucial for the leader and has shown its effectiveness in practice. The sequence of tasks, separate methods and procedures for their implementation, guarantees the effective implementation of management decisions. This means that the existing theory and practice of management is complemented by important elements, that is, it is carried out qualitatively. The interview method is the most effective in selecting candidates. It just needs to be modernized and improved.



Through each question, the interviewer determines from the answer given by the candidate whether he or she is able to perform this or that task. It should be noted that the interviewer should prepare a questionnaire on the competence of their field.

The period of rapid development of the theory of quality management dates back to the 40s and 50s of the last century. During this period, Armand V. Fendelbaum introduced the concept of total quality control (total quality control, in short - TQS), which consists of the stages of development, maintenance and improvement of quality. To date, TQS has several major schools (Japan, America, Europe).

The qualities of a leader are defined as follows:

- The candidate's adherence to the rules of ethics;
- Availability of analytical skills;
- Professionalism of the candidate;

In many countries around the world, the quality of the leader's efforts has become a national idea. The leader must develop a long-term strategy in the interests of the team and ensure and organize the participation of all employees in its implementation.

In management, the leader must have the following characteristics and qualities:

- It is necessary to look at tomorrow not one step, but two steps,
 - Living without thinking about himself, thinking about the grief of the team, its fate, the future;
 - Powerful, educated, intelligent, more knowledgeable in communication with people;
- who can keep promises and keep them.

We think that, of course, it is important for a candidate to know his personal image, to be able to evaluate it, to be able to behave in certain situations.

Normative, organizational, methodological, instrumental bases of activity are formed in management planning. Provide a sequence of activities, programs and resources to ensure the quality of education. Monitoring is the process of comparing and evaluating a set level. The purpose of creating a management system in the organization is to provide the necessary conditions for the provision of quality educational services.

In addition, to increase the professional competence of employees, increase the competitiveness of the organization, create the necessary and safe conditions for the activities of the public to ensure broad participation in management, encourage innovation processes for continuous improvement. Professional development of pedagogical staff. This allows you to assess the minimum knowledge of the leader. Identifies the necessary personality traits that provide management and defines the issue of their development in leadership. The leader's responsibilities and powers are not enough. It is known that a leader works with people with different worldviews. Therefore, in everyday communication, he can quickly "infect" the negative or positive emotions of others. Therefore, the leader must be able to influence in conflict situations not by giving in to the influence of others, but by making wise decisions with difficulty. This quality of a person, on the one hand, is innate, and on the other hand, depends on practical life experience. Wisely eliminating the conditions for the rational organization of labor activity, devoting time to useful activities, serves to increase the ability to work.



When a crisis occurs, some leaders think about success by resolving the situation, while others think about themselves and avoid the "disaster" as much as possible.

It is 2 different approaches to the same situation, the owners of which are people of different character. As a leader who effectively manages, he belongs to the first category, he solves problems quickly and moves forward towards his goal. This type of leader is sometimes risky.

When the time comes, he divides the strategic goal into parts and anticipates the result behind each small goal.

A comparative study of Japanese and American managers suggests that Japanese managers pay more attention to the social and psychological aspects of their management, with the ability to organize team activities at the forefront.

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American managers, on the other hand, are more likely to encourage individual initiative in employees. One of the main qualities that glorifies a leader and raises him to a higher level is the ability to make effective decisions and to have the dynamics of decision-making (growth rate).

In short, man is a unique creature, a great and mysterious miracle of the Creator, embodying in his image both material and spiritual qualities and attributes. That is why it is very difficult to fully understand his inner world, the qualities and attributes given to him.

Based on the above, we note the following conclusions:

- Management in the organization - is the design, ie the definition of educational goals and ways to achieve them, the organization of the educational process and the arousal of interest in quality work, identification and monitoring of deviations, management and analysis is a process;
- Implementation of all management functions to achieve the set targets, which means a guaranteed result, both narrow and broad.

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