

GENERAL LAWS OF HIGHER EDUCATION INSTITUTIONS: PRINCIPLES, METHODS AND MODELS OF MANAGEMENT

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ABSTRACT: The processes of globalization and market relations that have taken place in society in recent years have led to the modernization of all aspects and features of life of subjects, ie changes in the process of globalization in social and labor relations. There is a need to search for conditions conducive to the formation of social and labor relations, and scientific research in this area is gaining popularity on a large scale as a trend in line with modern requirements. The formation of a flexible corporate culture and its broad representation in all its aspects occupies one of the forefront of the mentioned processes.

KEYWORDS: Globalization, informatization, innovative development, management principles, TM strategy, Practicality, integrity, control, validity, flexibility.

INTRODUCTION

The processes of globalization, informatization, innovative development, digitization of the economy are gaining popularity, and in the modern world of knowledge saving, the applied sciences are emerging as a separate field. the task of training specialists to meet the requirements of the period is set before the world education industry. These principles require us to consider new directions and redistribute responsibilities in the important area of human capital accumulation set by the state during the training of specialists in accordance with the requirements of the time in various fields. In this process of development, higher education should pursue its strategy in accordance with modern requirements, solve existing problems to provide future professionals with the necessary amount of modern knowledge, provide them with this knowledge, develop professional, creative, innovative, operational skills and attitude to their work. should ensure the formation of a personal culture.

Addressing scientists, academics and educators, President of the Republic of Uzbekistan Sh. Mirziyoyev drew attention to the main task of the education sector, which is to update approaches to training professionals for the future, especially in the context of globalization. At the same time, the most difficult task is to "bring up innovative, creative-minded teachers and educators who teach their students on the basis of the highest standards. This once again emphasizes that the head of state pays special attention to education policy."

THE MAIN FINDINGS AND RESULTS

In accordance with the concept of development of the higher education system of the Republic of Uzbekistan until 2030, the documents and guidelines for providing social and logistical conditions for the training of highly qualified specialists in line with international standards for all sectors of the economy are being completely revised. This requires a change in approaches to management, identification of priorities for the development of higher education and the development of strategies for its further development.

Educational Institution Development Strategy (TM Strategy) is a roadmap for identifying and implementing key priorities for innovative development of educational institutions, clearly defining its initial state, defining the expected future, and describing the structure and structure of efforts to move from today to the future.

The HEI development strategy reveals consistent tactical steps that allow the rector and vice-rectors to be constantly informed about the stages of achieving the planned end result, as well as to respond promptly to staff misconduct and retrain them if necessary. The roadmap shows all team members the overall goals and directions of the organization, the role and responsibilities of each employee in achieving the goals they have set for themselves, and allows them to clearly understand the ways to achieve them and what can happen if they fail to perform their duties on time.

The following characteristics should be taken into account when developing a TM strategy: relevance, flexibility, provenance, practicality, integrity, manageability, controllability, variability. The strategy should be relevant in its focus on addressing the most pressing issues and visions for the future of this educational institution.

A flexible strategy should ensure the ability to adapt to changing conditions and requirements throughout the implementation period of the program.

Reasonability is the need to find goals in the strategy and ways to achieve them so that it is possible to achieve the most beneficial outcome using available resources to address a specific set of tasks.

Practicality - this strategy should ensure a balance between the desired and really available opportunities for the development of this university.

Integrity is a strategy that must ensure the completeness of the structure of actions required to achieve the set goals and the coherence of the relationships between them.

Control is a feature of the TM strategy to quickly determine the final and intermediate goals (expected results), that is, to determine whether the methods of verifying the validity of the obtained results are appropriate.

CONCLUSION

Inevitably, there is a subjective acceptance of different views, positions and concepts, as a result of which there is resistance to individual innovations and the concept of development in general. Therefore, overcoming the emerging resistance becomes another specific task of the HEI administration, as there were no such problems in managing the usual understanding and practice processes. However, such views cannot be overcome by coercion or command, but it is necessary to find effective means and tactics for understanding and adopting the ideas of the TM strategy.

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