

PERSONNEL MANAGEMENT SYSTEM OF AN EDUCATIONAL ORGANIZATION

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ABSTRACT: - The article analyzes the concept of management, the role of management in working with personnel, an analysis of the specifics of the teaching staff is carried out, and the main scientific approaches to working with the teaching staff are described.

KEYWORDS: Management system in Uzbekistan, healthcare management, management of a medical organization.

INTRODUCTION

Management, as you know, includes management activities, people management, communication management outside organization, further improving the management of the organization's activities and people, as well as the organization's communications. Personnel management (from Latin Personalis - personal) is recognized as one of the most important areas of management of an educational organization, its special "human dimension".

The term "personnel management" itself is considered very broadly, the emphasis is on different aspects: from economic and statistical to philosophical and psychological aspects. The modernization of Russian education sets the task of improving the quality of education and upbringing of schoolchildren. Successful fulfillment by the modern university of its tasks, aimed at achieving the quality of the educational process, today directly depends on the effectiveness of the interaction of all its participants, primarily the administration and teaching staff. The teaching staff of an educational organization is an organized part of the labor collective, included in the process of implementing the pedagogical functions they carry out and represented by teachers, social pedagogues and psychologists, educators, class teachers, teachers of additional education, other pedagogical specialists, as well as the administration of the university itself.

THE MAIN FINDINGS AND RESULTS

It should be noted that the specifics of the functioning of the educational system necessitates a combination of both approaches to personnel management traditional for general management, as well as special ones, which, first of all, are explained by the pedagogical functions implemented by the university.

Since the university staff is predominantly pedagogical, and the characteristics and behavior of its members are influenced by this specific activity (teach, educate, set an ideal example of their own behavior, etc.), then it seems quite logical to consider the pedagogical conditions of school personnel management, which are understood as such circumstances that determine the success of management activities, which are due to the specifics of the functioning of an educational institution and the implementation of pedagogical functions within its framework.

CONCLUSION

The readiness and ability of the personnel management system to approve and implement these relations in the pedagogical and student, parental teams is the leading characteristic of managerial activity, and the possession of appropriate psychological means is key to effective management.

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