SOCIAL-PSYCHOLOGICAL FEATURES OF MANAGEMENT ACTIVITIES IN THE EDUCATION SYSTEM

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Abstract: This article scientifically analyzes the socio-psychological characteristics of management activities in the education system, the professional competencies of the leader, the factors of managing the psychological environment of pedagogical teams, and the role of communicative culture in the modern management process. The psychological aspects of the activities of heads of educational institutions, the influence of psychological factors in the decision-making process, the mechanisms of coordinating the mental state within the team, and the influence of leadership styles are highlighted. The study puts forward proposals for psychological approaches aimed at increasing management efficiency.

Keywords: education system, management, social psychology, leader, pedagogical team, communication, motivation, leadership, conflictology.

INTRODUCTION

The management process in the education system is not only an organizational and administrative activity, but also a complex socio-psychological process. Leading his team, the head of an educational institution is in a multifaceted dialogue with pedagogical staff, students, parents, and the general public. In this process, the psychological culture of the leader, emotional stability, communicative skills and the level of use of social influence mechanisms determine the effectiveness of management. In recent years, the modernization of the education system in Uzbekistan, the increased demand for the development of professional competencies from pedagogical personnel have increased interest in the issues of management psychology. The effectiveness of the management process largely depends on the personal qualities of the leader, his socio-psychological knowledge, and the ability to create a healthy psychological environment in the team. This article will cover the socio-psychological factors of management activities in the education system based on scientific sources and practical experience.

DISCUSSION

Management in the education system is a complex activity aimed at organizing, planning, coordinating, controlling the educational process, managing and developing the team. The main components of management are:

-strategic management - setting long-term goals of an educational institution;

-organizational management - effective organization of processes;

- personnel management - ensuring the professional development of the pedagogical team;

-psychological management - creating a positive atmosphere in the team, managing motivation and communication;

-innovative management - introducing new pedagogical technologies.

In this regard, the activities of the head of an educational institution, unlike traditional administrative processes, require strong socio-psychological training.

The concept of management psychology

Management psychology is a branch of psychology that studies the relationship between a leader and a team, methods of influence, motivation mechanisms, emotional management and the process of conflict resolution.

The importance of management psychology in the education system is that a team is a large group of individuals with diverse personalities, and their psychological state directly affects the quality of education and the overall development of the institution.

Psychological competencies of a leader

The head of a modern educational institution must have the following psychological competencies:

-Communicative competence - the ability to establish effective communication, listen and explain;

-Emotional intelligence - understanding oneself and others, managing emotions;

-Leadership skills - inspiring a team and leading it towards a common goal;

-Conflictological competence - timely identification and constructive resolution of conflicts.

Motivational competence - creating a positive mental state in teachers and students.

Reflective competence - analyzing and improving one's own activities.

These competencies are the main factors that increase management effectiveness.

Psychological climate in the teaching community and its impact on management

The psychological climate of the teaching community is the relationship of teachers to each other and to the leader, their emotional state, the level of mutual assistance, a system of values and motives. A positive psychological climate: strengthens cooperation, has a positive effect on the quality of education, increases openness to innovative processes, reduces stress.

A negative psychological climate can lead to conflicts in the community, apathy, decreased productivity, and teacher burnout.

The role of the leader in forming the psychological climate

The leader influences the psychological climate of the community in the following ways: Creating an open communication system, Fair assessment and encouragement, Taking into account the opinions of teachers, Organizing effective team meetings, Timely resolution of pedagogical conflicts, Listening to and supporting the personal problems of team members.

These increase the socio-psychological influence of the leader.

Leadership styles and their role in the education system

There are several leadership styles in management psychology, and their correct selection in the education system is very important.

Authoritarian leadership features: strict orders, low participation, high control.

Advantages - provides discipline; disadvantages - limits creativity, increases stress in the team.

Democratic leadership features: taking into account the opinion of the team, equality, cooperation.

The most suitable style for educational institutions.

Liberal leadership

The team is given great freedom, low control. The style is effective only in teams with high professional experience.

Transformational leadership

Especially relevant in today's education system: the leader inspires the team with new ideas, manages changes, ensures continuous development.

The same applies to innovative processes in an educational institution.

Communication and motivation factors in management

The communicative culture of the leader includes the following: speech culture, listening culture, constructive expression, emotional stability, non-aggression of conflict.

Through proper communication with the educational team, the leader strengthens his social position.

Motivation technologies

The motivation of teachers depends on the following factors: working conditions, moral and material incentives, attention from the leader, fair assessment, team support, and opportunities for professional development.

Creativity and initiative are strong in teams with high motivation.

Psychology of conflict management

Conflicts in the educational team are a natural process, and their management is an important task of the leader.

The main types of conflicts: Interpersonal conflict, Intergroup conflict, Role conflict, Professional conflict.

Stages of conflict resolution: Identifying the source of the conflict, Analyzing the situation, Negotiation

Decision-making.

Development of preventive measures

Effective conflict management strengthens a healthy environment in the team.

Social-psychological recommendations for increasing management efficiency in the education system

Organization of courses to improve the psychological competence of leaders.

Conducting psychological training in pedagogical teams - communication, stress management, conflictology.

- Introduction of monitoring of the psychological environment in educational institutions;
- Development of coaching and mentoring systems;
- Support and encouragement of the ideas of team members;
- Focus on the development of the emotional intelligence of leaders.

Strengthening innovative leadership - forming a culture of change management.

CONCLUSION

Management in the education system is a multifaceted socio-psychological process, and the psychological competencies of the leader directly affect the development of the educational institution, the effectiveness of the team and the quality of education. Creating a positive psychological environment in the team, establishing effective communication, managing conflicts, and stimulating motivation are integral components of modern management. Therefore, improving the psychological culture of educational leaders, developing a scientific approach to the management process and forming innovative leadership are urgent tasks today.

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