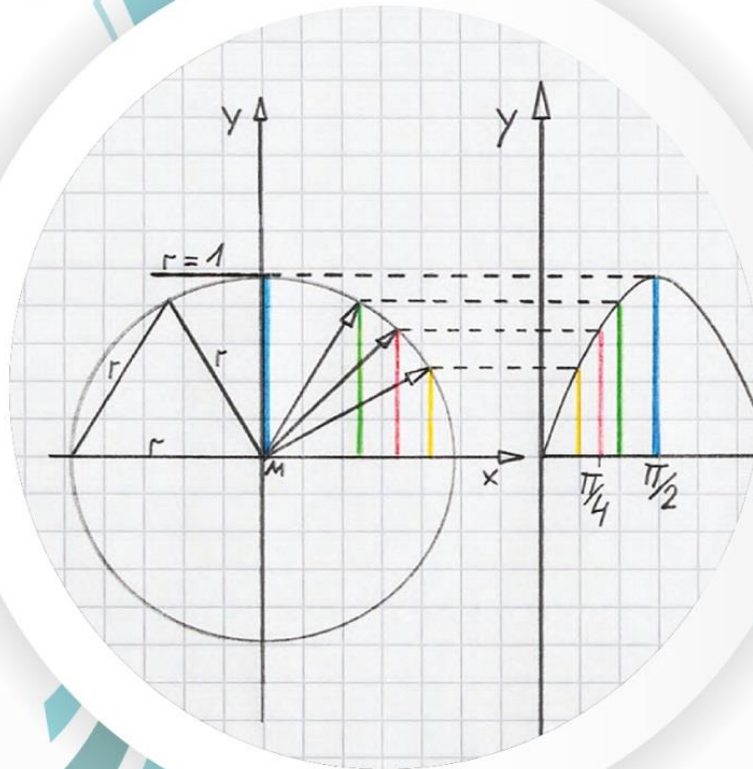


INTERNATIONAL JOURNAL OF

ENGINEERING MATHEMATICS: THEORY AND APPLICATION



Indexed by:



Universal
Impact Factor



IMPACT FACTOR
SEARCH

Editorial Team

G. Ahmed

Professor of Computational Engineering Mathematics and Numerical Analysis
Department of Engineering Physics and Mathematics
Associate editor-in-Chief
Dr. Hamed Daei Kasmaei
PhD in Applied mathematics-Numerical analysis and computational
Department of Mathematics and Statistics,
Honor President of IEEMS
Mahim Ranjan Adhikari
Department of Mathematics
Calcutta University
India
Carlo Cattani Professor, Tuscia University, Viterbo
Department of Economy and Enterprise DEIM
Italy E-mail: ccattani@unisa.it

Dr. Sunil Kumar National Institute of Technology
Jamshedpur Department of Mathematics
India Email: skiitbhu28@gmail.com

Praveen Agarwal
Ph.D., Professor
Anand International College of Engineering
Department of Mathematics Jaipur India
Email: goyal.praveen2011@gmail.com

Thomas Korimort Mathematician
Computer Scientist Dr. tech. Dipl.-Ing
AMS University of Leoben Vienna University of
Technology Austria Email: tomkori@gmx.net

Dr. Stephen Kirkup
Lecturer in Nuclear Science / Engineering
School of Engineering Computing and Technology
Building, CM138 University of Central Lancashire
United Kingdom Email: smkirkup@uclan.ac.uk

Dr Mehmet Senol
Nevsehir Haci Bektas Veli University Department of
Mathematics Nev_sehir
Turkey
Email: msenol@nevsehir.edu.tr

Dr. Muhammad Sadiq Hashmi
Associate Professor
Department of Computer Science
COMSATS Institute of Information Technology
Sahiwal Campus
Pakistan
Email: sadiq.hashmi@gmail.com

Hector Vazquez Leal
Full Time Professor
School of Electronic Instrumentation
University of Veracruz
Mexico Email: hvazquez@uv.mx
Dr. Jyotindra C. Prajapati
M.Sc., M. Phil., Ph.D., MIMS, MISTE
Principal, Faculty of Science
Marwadi University
Rajkot-Morbi Highway
RAJKOT- 360003, GUJARAT
India

Hasan Bulut
Faculty of Science Department of Mathematics Firat
University Elazig Turkey
E-mail: hbulut@firat.edu.tr

Fethi Bin Muhammad Belgacem Department of
Mathematics Faculty of Basic Education
PAAET, Al-Ardhiya Kuwait E-
mail: fbmbelgacem@gmail.com
Avishk Mahim Adkhaira
Associate Professor of Mathematics Calcutta
University
India E-mail: math.mra@gmail.com

János Kurdics
Professor of Mathematics University of Nyiregyhaza
Hungary Academic Member of ATINER
Athens E-mail: kurdics@nyf.hu

CONTACT
Professor of Computational Engineering Mathematics and
Numerical Analysis
Faculty of Engineering
Zagazig University
Zagazig
P. O. 44519
Egypt
<http://iejemta.com/>
Email: sgamil@zu.edu.eg



**SOCIAL-PSYCHOLOGICAL CHARACTERISTICS
OF HEADS OF THE GENERAL EDUCATION
SYSTEM WITH MODERN COMPETENCE**

Shonazarov Asror Makhmaisoyevich

Samarkand State University named after Sarof Rashidov
Associate Professor of the "Psychology" Department, Ph.D.
(PhD)



Annotation: Formation of social professional competence of managers of modern education system and development of qualification competencies are studied as one of the most difficult problems. This is important for the development of research based on modern requirements, and promotes the development of personal leadership.

Keywords: Leadership, management, modernity, social-psychological competence, personality characteristics, pedagogical-psychological qualities.

In the following years, based on the principle of "For human dignity", further increasing the well-being of our people, glorifying human dignity, establishing a fair and just civil society, and transforming social and economic sectors, based on the principle of "For the dignity of man", in-depth analysis of complex global processes and the results of our country's progress, to develop a new plan of measures to determine the priority directions of reforms aimed at the rapid development of small business and private entrepreneurship, the unconditional provision of human rights and interests, and the establishment of an active civil society, and to further improve the life of society. putting it into practice for the purpose of development is one of the most important and relevant issues for today. This, in turn, shows how important research is for the life of society.

In order to solve these important issues, the tasks that should be solved in the research work have been determined.



The task of the research is to further improve the education system in our country, to train potential leaders in accordance with the standards of developed countries, to form their consciousness and thinking in the spirit of nationalism, to find competitive personnel and their reserves who can actively enter into management processes.

Based on the above-mentioned opinions, it should be noted that the main goal of scientific research is to further improve the performance of leaders of the modern educational system with a high level of social and psychological competence, to provide them with theoretical knowledge and practical skills. and from giving suggestions and recommendations that have a scientific basis for them to have creative skills. All of this consists of the following seven priority directions developed based on the principle "From the strategy of actions to the strategy of development" and is reflected in the development strategy of New Uzbekistan for 2022-2026:

- 1) building a people-friendly state by increasing human dignity and further developing a free civil society;
- 2) making the principles of justice and the rule of law the most basic and necessary condition for development in our country;
- 3) rapid development of the national economy and ensuring high growth rates;
- 4) conducting a fair social policy, developing human capital;
- 5) ensuring spiritual development and bringing the industry to a new level;
- 6) approach universal problems based on national interests;
- 7) strengthening the security and defense potential of our country, conducting an open, pragmatic and active foreign policy.

Training of knowledgeable, talented, intelligent and thoughtful personnel to solve the aforementioned urgent tasks, to train them in a good quality, to bring them to the level of perfect people who can solve existing problems by expressing their attitude to social and political realities. system is very important. Therefore, the



modern education system demands tireless work and self-improvement from the leaders. These issues are among the priorities that should be resolved in a timely manner, and they are the fulfillment of the state and society's requirements, i.e., the preparation of quality personnel that is resistant to competition at the level of modern educational system institutions and a well-rounded person who meets the requirements of society. Solving urgent tasks such as personal education is one of the issues that cannot be postponed today.

At the moment, the reforms and forward-looking actions implemented in our country require people working in all aspects of our republic, including leaders of the educational system and pedagogues-employees engaged in the education of young people, to have high professional training, ideological and political maturity, intellectual potential. , requires the need to have a businessman, organization and management. Because the content, form, methods, and tools of education, which are being updated in all types of educational institutions operating in our country, are further improved, nationalized, and aimed at developing them on the basis of Uzbek traditions and values. is taking place in a situation where it is actively entering the educational process. These changes encourage every teacher to think in a new way, to conduct business in an oriental way, to be an entrepreneur, to be an active participant in spiritual and educational work. That is why today, more than ever, the need to develop a modern form, method, and means of improving the teacher's professional qualities and work skills is being made as the main task of the state and society.

In fact, the teaching profession is of great importance in the system of all professionals. Because the teacher is the architect of the maturity of young souls.

Today, he trains young people ideologically and politically, teaches them the laws of development of nature, society, thinking, prepares them for work, helps them acquire a profession, and solves the socio-economic situation that is important for society. This is the responsibility of the leaders of the modern education system to be skilled masters of their profession, to have an educational and psychological impact



on students, to develop their interest, ability, talent, faith and practical vision. It requires a professional who is looking for ways to develop his skills in every way.

For this, the leader should always work on himself from the socio-psychological side, take care of his subordinates, create various conditions for him, provide the necessary material and scientific-methodical support, and increase the creative initiative of the teacher must.

Mazkur ilmiy tadqiqot ishida rahbarlarning ijtimoiy-psixologik kompetentligiga doir topshiriq va vazifalarni yechish, o'quv-tarbiya jarayonini boshqarishda pedagogik-psixologik yondashish ta'lim-tarbiyani modellashtirish to'g'risidagi ma'lumotlar ham mazmunidan keng o'rinda foydalanishlari zamonaviy ta'lim tizimi rahbarlarining zimmasiga yuklatilmoqda.

All-round development of the country depends on the potential of personnel, therefore, in the future, in accordance with the requirements set forth in the new version of the "Law on Education" and "National Program of Personnel Training" of the Republic of Uzbekistan, the educational system should be adapted to the times.

It is no secret to any of us that the need to train leaders with modern competence in management has become one of the urgent issues of the day. At a time when market relations are rapidly developing, being able to withstand strong competition, which takes priority in the labor market, requires every specialist to have socio-pedagogical, psychological and professional competence, and to increase it consistently.

It would be appropriate to briefly touch on the concept of modern competence in educational process management. So, what is the concept of competence? Today, what qualities can be reflected on the basis of social and psychological competence? The leader of the modern education system must be able to highlight the qualities and characteristics of his competence. Here we will talk about such approaches and ideas.



The concept of "competence" is a concept that was first introduced into the field of education as a result of psychological and pedagogical research, and is used as a modern term.

"Competentia" is a Latin word, and when translated into Uzbek, its dictionary meaning means "a person who knows well", "a person who has experience". For this reason, competence is how the leader behaves in various situations and unexpected situations that occur in the educational process, his ability to communicate, the ability to understand the mental state of his subordinates, new ways of interacting with competitors. It means being able to use the knowledge, skills and abilities acquired by the leader in the use of information full of conflicts in the problems of uncertain tasks, having a plan of movement in consistently developing and complex processes.

N.A.Muslimov, Q.M.Abdullaeva, D.Muhammidova, O.A.Koysynov, N.S.Gaipova, N.N.Karimova, M.Kadirov, who have been studying and researching competence from the pedagogical point of view, stated that "the training of specialists in foreign countries direct study of the content of lim showed that in Western countries, the main place is occupied by the level of competence of the specialist. According to the essence of the national education system of our republic, the minimum requirements of the content of education are based on knowledge, skills and qualifications.

Based on the above, it is worth noting that, according to the results of scientific research, socio-psychological professional competence is considered a necessity for the management process of the educational system. And this, in turn, is not only individual knowledge, skills and qualifications, but also integrative knowledge in each independent direction, effective methods and tools of management, culture of treatment in management that should be acquired by the manager. and implies the mastery of creative actions related to leadership activities.

Professional competence is the ability of the leader of the modern education system to have initiative, organization, professional creativity, knowledge, skills and



competence within the scope of specialization based on new approaches, to be able to target life experiences based on high efficiency, the method necessary for the implementation of professional activities and refers to the process of being able to use tools in specific situations. This, in turn, is a concept that serves to increase the efficiency of the management process.

Based on the above, the nature and circumstances of the qualities reflected on the basis of socio-psychological professional competence specific to leadership are clearly manifested below:

1. Social competence - being active in social relations as a perfect person means having moral qualities, life knowledge, skills, qualifications, being able to communicate with subjects in professional activities, being sincere in solving existing problems.

2. Special competence - preparation for effective organization of professional-pedagogical activity, rational solution of educational, educational and developmental tasks, realistic assessment of the results of professional-pedagogical activity, consistent development of acquired knowledge, skills and accumulated qualifications lib, on the basis of this competence, psychological, methodological, informational, creative, qualitative, innovative and communicative competence is important.

The conducted scientific research shows that the above-mentioned concepts of competence reflect the following content and essence:

1) Psychological competence - during the implementation of the educational process in a modern way, the leader of the modern educational system should be able to create a healthy psychological environment, pedagogues to organize positive communication with other participants of the educational process, to understand various negative psychological conflicts in time. be able to receive and eliminate;

2) Methodological competence - effective and rational organization of the educational process from the methodological point of view, correctly defining the forms of educational or educational activities, being able to choose the methods and



tools used in the pedagogical process in accordance with the purpose, education based on creative approaches to be able to effectively use tools, to create a healthy mental pedagogical and psychological environment, to be able to organize effective teaching;

3) Informational competence - the ability to search for, collect, sort, process, and use them purposefully, appropriately, and effectively in the fast information environment, important, necessary, and useful information for the educational process;

4) Creative competence - the ability of pedagogues to critically evaluate activities in the management of the educational process, to share creative approaches for subordinates to carry out quality activities, and the ability of the leader to demonstrate his creative skills;

5) Innovative competence - quality improvement of the modern educational process, continuous improvement of the quality of education, promotion of new ideas to increase the efficiency of the educational process, and the ability to effectively apply them in practice;

6) Communicative competence - to have sincere communication with all participants of the pedagogical process, including teachers and students, to have the ability to listen to them, to feel their inner spiritual experiences, to understand their actions and interests, and to respond positively to them. be able to influence.

Below are specific types of competence specific to the leader:

1. Personal competence characteristic of a leader - achieving professional growth based on consistency, constantly working on oneself to increase the level of knowledge, skills and qualifications, and manifesting one's internal capabilities in professional activity.

2. Technological competence - mastering modern information and communication technologies that enrich professional-pedagogical knowledge, skills and abilities, comprehensive and rational use of modern methods and tools in the



implementation of the educational process, ability to use techniques and technologies with specific goals .

3. Extreme competence - the ability to make a rational decision in the event of a pedagogical conflict, and to take prompt measures to ensure their safety in emergency situations (natural disasters, earthquakes, technological process failure), organizing pedagogical activity and its participants. Possession of good mobility skills.

In the conducted scientific research, the professional competence of the leaders of the educational system and its specific aspects have been researched and studied. In this regard, the scientific research conducted on the pedagogical-psychological professional competence of a number of scientists, in particular, the research conducted by V.M. The main elements of competence, which are important in the organization of professional activity, are expressed in the State Education Standards.

The concept of competence is related to solving complex practical problems that require not only specific knowledge and skills, but also specific strategies, appropriate emotions and attitudes, as well as the presence of a mechanism for managing a whole system. It includes not only cognitive organization, but also motivational, ethical, social and moral systems of value orientation.

During the research of socio-professional competence, the professional and creative activity of the leaders of the modern education system, their vital appositions, mental states were analyzed and studied:

- 1) Integration of practical management skills and life skills;
- 2) Development of modern methods and means of effective organization of creative activity by the leader;
- 3) To be aware of methodological trends in professional creativity and management;
- 4) Development of creative thinking of the manager himself and his subordinates;



- 5) To ensure that personal qualities specific to the manager's character are improved on the basis of sufficiently creative approaches;
- 6) Support and create conditions for the participants of the educational process to organize non-traditional classes;
- 7) aimed at satisfying the necessary needs of social production and able to manage the society based on its characteristics;
- 8) Knowing how to set goals and tasks that are consistent with the organization of the educational process and the rules of teaching;
- 9) Being able to take into account the young characteristics and mental state of the team when organizing the management process;
- 10) To be able to correctly formulate didactic requirements based on the purpose of transactional management typical of the head of the modern education system.

Institute of retraining and advanced training of public education system leaders and specialists named after A. Avloni, regional center of retraining and advanced training of public education employees of Samarkand region, regional center of retraining and advanced training of public education employees of Tashkent region in 412 listeners of the center.

"How can you manage the general education system as the administrator of the modern education system?" a survey was conducted. The results of the conducted researches and surveys showed that the leaders of the modern education system need to be able to manage the team well and effectively in order to be able to meet today's demands.

The results of the survey were summarized in the following table (Table 1) and divided into percentages. According to the results of the research mentioned above, if the management skills of the leaders of the modern education system are in line with social needs and management requirements, this management will achieve its effectiveness only if there is an efficiency of the management process.



The place and role of the heads of the general education system in the management of the modern education system is reflected in the following table 1:

Table 1.

The total number of examinees is 412	
The first group of high-performing managers 210	90 %
Group of low performing managers 202	10 %

If the management process is equal to 90%, the level of compatibility of the leader with the modern education system is high. If the management process is equal to 10%, the leader's role in management is low and he organized the educational process based on internal approaches, or the level of effectiveness of management skills is considered passive. After conducting research in this regard, it was concluded that a modern leader can achieve his goals only when he has national, ideological-political and creative content in his management of the educational system and its modernization.

In short, this research process, which is of practical importance, is of great importance in solving the problems in this regard in the direct management of the cognitive activity of teachers and students. Also, a modern competent leader should constantly improve his knowledge of his profession, enrich himself as a role model, be highly moral to the extent that he can show himself to his subordinates, learn new information, understand important social requirements. , requires the ability to search for new information, process it and apply it in one's work.

It should be noted separately that the following proposals were developed in scientific research on the organization of the work of the leader of the social and psychological competence typical of the manager of the modern education system:

- a specialist with professional competence consistently enriches his knowledge during his work;
- to learn new information about his profession and his management;



- able to deeply understand the degree of relevance to the times and the requirements of the professional dimension;
- to be able to search for and analyze new knowledge that meets the requirements of the employer;
- processes theoretical and practical knowledge within the scope of specialization and purposefully focuses on increasing the efficiency of his practical activity;
- able to control their emotions in difficult situations and complex processes;
- to be able to evaluate unclear tasks that occur in the management process and to solve the tasks that must be performed;
- the ability to use conflicting information and information to make rational decisions;
- the ability to develop strategies for emergency situations and unexpected situations.

This article highlights the most important characteristics of the leaders of the modern education system, and the issues of mutual understanding and mutual understanding of the leader in managing his subordinates are also considered.



List of used literature:

1. N.A.Muslimov, Q.M. Abdullayeva, O.A. Koysinov, N.N. Karimova, N.S. Gaipova, M. Kadirov. Technology of formation of professional competence of teachers of vocational education. Monograph. / Under the editorship of Prof. N.A. Muslimov. - T.: "Science and Technology", 2013 - 151 pages.
2. S.Y.Temurov. Theoretical foundations of professional competence formation in future mathematics teachers. Monograph. /-T.: "Science and Technology", 2014.-53 pages.
3. Mahmudov I. Management psychology. - T.: Unaks-print, 2005. p. 170.
4. Hayitov O.E. Modeling the psychological competence of middle managers of a higher educational institution. Abstract of the doctoral dissertation of psychological sciences. - Tashkent: TDPU, 2020. - 231 p.

