



## **IMPROVING THE MECHANISMS OF ORGANIZATION AND MANAGEMENT OF EDUCATIONAL RELATIONS PROCESSES IN HIGHER EDUCATION INSTITUTIONS**

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Mechanisms of Organization and Management of Educational Relations Processes in  
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### **ABSTRACT**

One of the urgent problems is to organize and manage the activities of future personnel in the higher education system in order to master modern knowledge, become the owner of high culture, reach high peaks in their activities, and educate young people who are responsible for the country's destiny and future. This article discusses this issue.

### **KEYWORDS**

Teacher, management, education, methodology, pedagogy, education.

### **INTRODUCTION**

In the speech of President Shavkat Mirziyoyev at the solemn ceremony dedicated to the twenty-ninth anniversary of the independence of the Republic of Uzbekistan, "Our main goal will be to create all opportunities for our children to fully realize their talents and abilities, noble aspirations, increase their social activity, and take a worthy place in life"... In order to achieve this goal, we are introducing the subject of "Education" for the first time in general education schools within the framework of the "Concept of Continuous Spiritual Education" and put huge tasks in front of public education workers [1].

### **MATERIALS AND METHODS**

In the implementation of these tasks, the organization and management of the activities of future personnel in the higher education system in order to master modern knowledge, become the owner of a high culture, reach high peaks in their activities, and educate young people who are responsible, potential, ambitious, independent thinkers for the fate and future of the country are among the urgent problems. Because the teacher needs to develop the content of education, teach students' knowledge in an in-depth manner, direct them to different fields, implement reforms in educational processes, educate strategic thinking, educated and qualified new generation personnel, study best practices abroad, implement new ideas in their work, student - to make young people more active and more

proactive, to further increase students' thinking, worldview, demands and needs, intelligence, demanding qualities, to be based on science and enlightenment in the organization of educational and educational methods, forms and methods.

Great scholars such as Abu Nasr Farabi, Mahmud Kashgari, Abu Raikhan Beruni, Abdurrahman Jami, Mirza Ulug'bek, Alisher Navai, Ibn Sina, all the scholars and poets who grew out of people, all of them reached the prestigious, respectable, and considerate level of their time through education. Education leads to the development of a person's intelligence, knowledge, modesty, humaneness, faith and maturity qualities, consistent mastery of national values, the work of our ancestors and the care they showed to the youth. Education, as an inextinguishable task, develops qualities related to human perfection, such as bringing to the kingdom of pleasure without any effort, being respectful and dignified in behavior [2].

That is why great people who have achieved high qualities, greatness and dreams are appreciated among the people. Education perfects socially important qualities such as knowing good from bad, distinguishing between honest and bad, understanding the virtues of friendship and relatives, understanding laws and regulations, and knowing one's rights.

## RESULTS AND DISCUSSION

The system of fair management of the educational process, first of all, in order not to raise doubts about itself, the society carefully and deeply studies the laws and convinces the students of them, it creates the opportunity to have a great solid foundation and experience.

The fair management of the educational process makes the students feel the need for laws and learn them and follow them, which develops correctness, decency, modesty, prudence, generosity, kindness and natural characteristics that cause their behavior and actions.

It is important for the future personnel to be aware of their work and work without mistakes, while following the principle of mutual solidarity and equality in managing the educational process, and help to eliminate the mistakes made by students knowingly or unknowingly [3].

The task, content, form and methods of managing the culture in the educational process, the level of complexity, the scale, complexity, quantity and structure of the problems in this process, the relationship between them, the diversity of the used methods, organizational principles, the level of innovation, required changes, non-traditional approaches develops the characteristics of responsibility in teachers.

One of the most effective ways to manage the educational process is when the teacher presents his point of view in a visual form, with colorful, unexpected, life events and examples.

A skillful master of managing the educational process shows that he is skilled in sensing the emotional state of the audience and being able to respond to it correctly, and that the teacher suppresses his emotions, and sometimes, on the contrary, lets them out. Because this process requires ingenuity, careful planning and implementation of activities from the teacher. That is why school principals, teachers, class leaders who are involved in the management of the educational process, solving problems, changing the position of students, thoroughly preparing the situation confirming the correctness of the existing evidence and approaching them correctly, observing, etc., become an important factor of vital importance in their spiritual activity, and education ensures the efficiency of process management. In managing the educational process, the teacher affects the consistency of the activities and its reliability. Positively solves the necessary problem in the student's activity. It gives

him an opportunity to "maintain his image" without putting him in a corner. These processes directly increase the image and status of the teacher.

The use of the SWOT chart is also an effective tool in the organization of educational work in the process of higher education [4].

"SWOT - analysis" method.

The purpose of the method is to find ways to solve the problem by analyzing and comparing existing theoretical knowledge and practical experience, strengthening knowledge, repeating, evaluating, forming independent, critical thinking, non-standard thinking.

<b>S – (strength)</b>
<b>W – (weakness)</b>
<b>O – (opportunity)</b>
<b>T – (threat)</b>

Example: reflect the analysis of the methods of forming the consciousness of the individual in the "SWOT - analysis" table.

**Table 1. Application of "SWOT - analysis" method**

<b>S</b>	A powerful method of forming the consciousness of the individual sides	To influence students' consciousness, feelings and will in order to form scientific outlook, faith, spiritual and political ideas.
<b>W</b>	Weakness of the methods of formation of personal consciousness sides	The high need for educational technologies in the use of conversational and narrative methods.
<b>O</b>	Aspects of the methods of forming the consciousness of the individual (internal)	Explaining the social, moral, and aesthetic content of social, moral, and aesthetic content of events and actions, helping to raise conscious discipline in acquiring worldly knowledge, high culture, and national pride.
<b>T</b>	Barriers (external)	Organizational, methodological and legal in the process of applying methods that shape the consciousness of a person emergence of problems.

Future teachers will remember for a lifetime how to satisfy the needs of students, achieve goals, and successfully implement methods of helping to achieve agreement, work on themselves, and organize interesting and meaningful events in the development of the culture of educational work management. In the process of managing educational work, certain skills and experiences of the teacher are improved through exercises. In this respect, the analysis of experiences in the development of the student's personality allows to find mistakes. In this process, it is important for students to show how to eliminate the shortcomings of students' work, to know well the discussed issue, to have a friendly attitude. Because they reliably accept these processes while creating positive impressions and influencing students in the management of educational work [7].

Each teacher has his own methods of education. A teacher's attitude, dreams, goals and achievements influence the development of a student. In identifying the shortcomings and mistakes in the student, the teacher's first study of his behavior gives a significant result. Although the child does not embody the qualities of his parents, in the process of education, the teacher gives love to students and develops beautiful feelings such as supporting, helping, loving and being loved. And education implements all the traditions students need for knowledge, rules, values, socialization of the individual.

## CONCLUSION

A teacher's competence is not only a general concept, but also a relationship to oneself, self-awareness and strengthening of the student community, having information and experiences about the development of education, creative organization of one's activities, education of children in the school pedagogical team, family, community organizations. constantly improving control pays off. In this place, the teacher constantly evaluates his activity, that is, how did I perform last year? What achievements and challenges have I had? What educational work will I do this school year? How should I behave in the future? How do I want to see students? How do my colleagues in the pedagogical team evaluate my opinion? it is important for him to find answers to such questions.

In his work, the teacher looks at each student as a whole, eliminates the opposites and performs the work of unifying systems.

In this, the teacher has knowledge to the extent that he understands and understands the world and improves his activities based on the acquired information and experiences, as well as self-perception and evaluation.

Today, the management of educational work is gaining importance in ensuring the stability of the socio-political life of the country and society. Improving the priority of spiritual and moral characteristics in the management of educational work, as well as strengthening ideological immunity in the thinking of teachers, the cohesion, moral integrity and physical health of the school community, and the ability to resist threats to democratic and national development are the results of the teacher's targeted activity.

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