

The Modern Personality Of Human Resource Management In The Educational System And The Efficiency Of Management

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ANNOTATION

In the article, the opinion of Eastern scholars and scientists about the uniqueness of human resources management in the educational system, about the modern uniqueness of management, the characteristics of personal behavior and the effectiveness of management, the content and ethics of work related to the organization of education and management. characteristics are analyzed.

Keywords: *Management, leadership personality, behavior, human resources, social management, moral integrity, leadership qualities, moral health, business, management ethics, management culture.*

Introduction

Human personality develops in a causal relationship, which is determined by his social life. In this sense, the development of a person consists of the process of acquiring social experience that occurs in relationships with people. As a result of this, a person's mental characteristics, moral qualities, character, volitional qualities, interests, beliefs and worldview are formed. Managing the human personality is a complex process, and we can see the existence of their own views on this matter in the works of Eastern scholars from ancient times.

Amir Temur was a humane, just ruler who disliked ignorance, evil, and violence. For example, in the work "Tuzuklari Temur" there is an instruction that defines the rules of the ruler's power management and the standard of etiquette. The well-known scientist Boriboi Akhmedov describes that "Temur's Laws" is a treatise defining the rules of behavior and morals of kings. In fact, we can put this work among the traditional works where rules of etiquette and manners are given. After all, historically, all educational and moral works first describe views on state management, and then moral standards. Accordingly, it is appropriate to use this work as an educational and moral work.

It is clear from this that Amir Temur ruled the kingdom under the sense of justice, he did not oppose it at all: "Strength is in justice!". So, if justice is the motto of management, if there is a steady step on this path, then peace will prevail and prosperity will prevail.

Let's quote Confucius' thoughts on this: Zi-chang asked Confucius: "How can one manage the state successfully?" Confucius says: "If you cherish the five beautiful virtues

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and eliminate the four bad habits, then you can manage the country successfully." "What are the five beautiful qualities?" Zi-chang asked.

The teacher replied: "If the ruler does not waste money while showing kindness; mobilize the people to work, if there is no reason for their dissatisfaction; if he has a desire, but he is not greedy; restrained, but not arrogant, virtuous, but not evil."

"What does it mean to show kindness and not be wasteful?" - asked his suitor Zijang. The teacher said: "Isn't that what it means to benefit the people only when they are benefiting them? Who would be sad if he mobilized the people for the tasks that would be missed (for them)?! If you wish for mercy and get it, is there any place for greed here?! Regardless of the number of people, whether it is big or small, even the ruler does not show disrespect to any of them. When a ruler stands with pride while arranging his robes and crown, people are awed by his awe. "What are the four bad habits?" asked Zi-jang.

The teacher replied: "Killing people without imparting enlightenment is barbarism; it is rash to demand an immediate result without warning; laziness in commandments, but hastening to execute them; therefore, it is meanness to be stingy when the opportunity comes to give something to such people. - he answers. The characteristics of management activities are also interpreted in the opinions of scholars.

Issues of social management of human resources are separated as a special field of scientific knowledge. It is necessary to take into account the laws of pedagogy in the management of pedagogical processes, events and objects. All types of educational institutions, non-educational institutions, departments of public education, etc. are included in the main management objects.

As a result of work related to the organization and management of education in educational institutions, the composition of a comprehensively developed and religiously educated person who has a certain level of general education and professional training to achieve a single main goal is aimed at finding.

At a certain stage of the development of the society, the need for the management of the members of the society by people with special abilities and knowledge began to appear. Later, the number of ruling people increased, they became a separate social group, and then a caste. This social class expanded, and a governing body called the state began to appear. The importance of human resources management has arisen as a result of the growing need for the state to be managed on a scientific basis without various distractions.

The more experienced and knowledgeable people are about management etiquette (ethics), the more they become interested in etiquette issues. The moral highness of employees is an important quality indicator of the management activity of a modern leader. To achieve this, first of all, social and moral preparation of the leader is necessary. It is for this purpose that management ethics is created. Its essence is that it is important to justify the principles and norms of the behavior of all participants in the organization and management of production, it is necessary to treat the right and obligation of service as a professional duty. Management ethics consists of a system of theoretical and practical ethical knowledge and practical recommendations aimed at quality performance of administrative and economic activities.

Social justice, individual freedom, professional purity, sense of responsibility, preservation of nature are its main principles. In management ethics, regulatory documents related to the study of personal behavior, ethical requirements for management activities, development of work-related ethics rules, and sets of advice on manager's off-duty behavior and etiquette are important in management ethics. takes over. Below we will focus on the main ethical rules of the manager:

- striving for power in order to show its usefulness to people on a large scale;
- active involvement of employees to participate in management activities;
- sincere acceptance of useful criticism and respect for public opinion;
- tendency to treat subordinates with trust, to consider them as like-minded people.

Moral integrity is one of the business qualities of a leader. The leader's work is a chain of daily actions, which is reflected in his attitude to his subordinates, the team, and his work. These relations should be built on the basis of moral values such as love for people, civic duty, conscience, professional honor. By his behavior, the leader not only

educates his subordinates, but also teaches them to follow the principle of "do as I do". People evaluate their leader, first of all, according to their moral aspects and habits.

The moral image of the leader is a system of general, specific and specific moral qualities. The following are common moral qualities:

- loyalty to one's country;
- to follow the best traditions of one's people and to increase them;
- recognition of the freedom of the individual and the inviolability of his dignity;
- belief that good qualities in a person will not end;

Objective assessment of personal and business qualities of people and their activities, recognition of their individuality;

- open voluntarism in dealings and self-critical approach;
- economical use of nature.

The following are specific moral qualities:

- civic conscience - a strong sense of personal responsibility;
- moral will - the ability to win the respect of people;
- honesty - hard work, demanding work and ability to think correctly;
- self-restraint - easy forgiveness of personal disappointment and failure at work;
- subtility - standing firm in one's moral point of view;
- collectiveness - the feeling of social organization.

These qualities determine the moral image of the leader.

It is considered necessary that specific moral qualities should be manifested in the morals of a leader:

- hard work - to give full physical strength and mental ability to one's work;
- humility - rational use of power, critical attitude to one's achievements and shortcomings;
- responsibility - not afraid to take "risks" at work, unity of work with words;
- open volunteerism - to help people without bias, to be able to tolerate their shortcomings and to be forgiving to those who hurt them.

The three groups of qualities mentioned above are related to each other and form the module of the leader's moral image.

Morality is an important subjective factor of physical and mental fulfillment of people. The result of team activity depends not only on the moral qualities of the leader, but also on the moral health of some individuals and the general team. The moral health of a person is characterized by the following aspects:

- moral feelings, which are expressed in subjective experiences such as admiration, pride, ambition and hatred;
- the moral point of view is determined by the moral path of a person, his taste and the purpose and direction of life, conscience and duty are the basis of these; moral habits; behavior of self-control.

Knowledge of the above-mentioned aspects allows the leader to monitor the moral health of the personal content, which has economic and social value.

Formation of moral health in the team of people, improvement of the environment in the team is an important management goal of the leader. Leaders and subordinates work in agreement with each other. The main indicator of moral health in the team is:

- that the moral values of the team members correspond to universal human values. People should not only understand the economic essence and technological necessity of their labor activity, but also feel the spiritual needs in accordance with the criteria of universal feelings, moods and beliefs.
- dedication of employees to fulfill their duties. It is important for every employee to take on the task given by the leader and to understand it deeply.
- conscious labor discipline is based on the strict distribution and accurate performance of duties, each employee's understanding of the economic benefit of the team.
- the moral satisfaction of service attitude is based on formal and informal relations between team members.

The more the leader succeeds in creating a morally healthy work team, the better the results of the team's work will be. Creating such a team is a complex management

problem, to effectively solve it, it is necessary to conduct an ethical diagnosis of employees. Diagnosis allows to identify "ethical issues" in service ethics:

- inclination to harmful habits; dissatisfaction with the service position;
- lack of moral will and evidence; social envy and others.

The morale of employees is an important indicator of the quality of modern management. To achieve this, management ethics - principles and standards of behavior of all participants in the organization and management of production were created.

Socio-political management in society is management of relations between different groups of people (social groups, nations, communities, etc.). The main essence of this type of management is to further strengthen and develop the union of different groups. Management is of great importance in the social development of labor teams. Because the fate of all work and plans largely depends on the level of improvement of team relations and the health of the "social microclimate". In this regard, the goal of this type of management is to improve state management and turn it into social self-management.

Specific aspects of management etiquette in educational institutions: the more experienced and knowledgeable people are, the more they become interested in etiquette issues.

The moral highness of employees is an important quality indicator of the management activity of a modern leader. To achieve this, first of all, social and moral training (theoretical and practical) of the leader is necessary. It is for this purpose that management ethics is created. Its essence lies in the justification of the principles and standards of behavior of all participants in the organization and management of production, in the need to treat the right and obligation of service as a professional duty. The moral health of the managing director is characterized by the following aspects:

- moral feelings, which are expressed in subjective experiences such as admiration, pride, ambition and hatred;
- the moral point of view is determined by the moral path of a person, his taste and purpose of living, conscience and duty are the basis of these;
- moral habits; self-control behavior (self-esteem, control of behavior and self-sacrifice).

Management means encouraging others to work, controlling, making the right decisions, organizing and managing the process.

According to French scientist A. Fayol, management is a powerful weapon that sees the future, organizes activities, manages the organization, coordinates activities, and controls decisions and orders.

And leadership is not a set of different tasks or a course of action, but a profession. Leadership requires the necessary character, knowledge, skills, competence, skills, culture, professional sophistication, experience, abilities and unique characteristics.

If we look at management as a process, it consists of assigning tasks by the leader to his subordinates, in which the purpose, deadlines, working conditions and criteria for evaluating the performance results are recorded. It is very difficult to show when management was born as an art or a science. But it is clear that wherever a person was engaged in activity (work), there was management. This is clearly expressed in other areas of society. We can see these in the social sphere, economic sphere, defense sphere, pedagogical sphere and others.

Adhering to the culture of management in the management of an educational institution is a guarantee of ensuring the effectiveness of education and creating a healthy moral environment in the community.

For example: a collaborative culture in management - friendly relations prevail and the organization is like a big family, so leaders are perceived as educators and even compared to parents. Mutual loyalty and loyalty to tradition hold the organization together in any situation. Great attention is paid to mutual cohesion and harmony, moral environment. Aspects of management culture are as follows:

1. In relation to the goal: in the number of goals for the goal that is considered a priority by the management

2. In relation to the environment: operating within the framework of state policy; relationship of the organization with the authorities; position in the local area; openness to investments, new technologies; to comply with the criteria of etiquette and ethics formed in this society and region and to ensure the achievement of the organization's goal; it is related to the existence of a person's self-management skills.

3. Characteristics of effective leadership:

1. Strong inclination to strategic planning.
2. Acceptable and timely decision-making on the distribution of workers and labor resources.
3. Striving to increase one's responsibility in exchange for expanding the scope of activity or working in a high order.
4. Ability to make creative and rational decisions in dangerous conditions.
5. Self-confidence.
6. Awareness of one's rights and feeling of responsibility.
7. Be ready to sacrifice when the time comes.
8. Seeking to improve communication skills.
9. Ability to analyze processes in complex and crisis situations and find solutions to problems.
10. Viewing work as a high value and mobilizing all energy to it.
11. Willingness to work with employees who are not afraid of risks and have an independent mind.
12. It is possible to include views on the production and implementation of implemented ideas and results as if they were private property.

Experimental work on the development of management was carried out in three stages: Specific goals and tasks of each stage were determined. In order to determine the leadership of the future masters as the main task during the first stage of the foundational experience, they were asked the question "Can you be a leader?" a survey was conducted. According to the results of questionnaires, the level of formation of the ability to become a leader was determined.

In order to determine leadership, "Can you be a leader?" the results of the survey questionnaire.

Table 1

Number of respondents		Level (mastery)	In the experimental group (%)	In the control group (%)
Experimental group	Control group			
21	20	High	5 (29.4%)	3 (28.8%)
		Medium	6 (33.5%)	6 (38.5%)
		Low	10 (37.1%)	11 (32.7%)

The table shows the results of the questionnaire survey conducted in the experimental and control groups at the beginning of the academic year to study the ability of master students to become leaders.

In the second stage, questionnaire surveys were conducted from 16 heads of educational institutions based on the "Check, what kind of leader you are" methodology.

Through this questionnaire, the leader's attitude to his employees, the characteristics of the leader's personality were determined through his responsibility for work.

The results of the survey of educational institution leaders using the "Check, what kind of leader you are" method

Table 2

Check out what kind of leader are you?	High 16-20	Medium 11-15	Low 6-10	Very low 0-5
Executive staff 16 people in total	3 person	4 person	6 person	3 person
	100%	15%	30%	40%
				15%

It can be seen from the table that among the managers who participated in the survey, 3 people (i.e. 15%) have high leadership skills, 4 (30%) have a medium level, 6 (40%) have low, 3 we can see that it is extremely low in some (15%).

It can be seen from the results that the leader's good relationship with others and the prevention of conflicts depends on the leader's management skills. Therefore, in order to improve the processes of management and pedagogical treatment in collective relations, we make the following recommendations.

Desire for each other, liking each other, manifested as a result of positive emotional states that arise in personal relationships, is called attraction. Psychological methods of forming attraction in people are carried out through the following trainings. "Relationship Window"; "Call by name", "Words worth gold": (compliment) flattery, "Patient listener", "Ask questions".

In many cases, these methods create attraction in the interlocutor without even realizing it.

Mechanism of effect of the "Relationship Mirror" method: sweet smile, pleasant facial expression, warmth.

Signal: "I am your friend! "A friend protects a person at the right time. Satisfying the need for protection. A positive emotional state arises. Affects the formation of inclination-attraction to a person who has created a positive emotional state.

The mechanism of influence of the "calling by one's name" method: Addressing the interlocutor by his name and honor indicates attention to his personality.

A person expresses his personality through his name. Satisfying the need to express one's personality creates a positive emotional experience in a person. Affects the formation of inclination-attraction to a person who has created a positive emotional state.

Mechanism of influence of "Words equal to gold" method: compliment (flattery) is a set of words that slightly exaggerate the positive qualities of a person. "Words worth gold" (compliment) is an effective emotional influence and satisfaction of the need for recognition of one's identity by others. That is, the creation of a positive emotional state. Creates a tendency-attraction to a person who creates a positive emotional state.

Compliment tasks:

- to create a tendency in the interlocutor and, in turn, to create a need to create a compliment in him:

-strengthening attraction:

-encourage to carry out the given instruction:

- motivation to succeed:

-creating active motives that prevent failure:

- to help the interlocutor adapt.

By its essence, a compliment can be aimed at the following situations:

- specific aspects of his appearance (walk, clothes, hair style, figure):

-to the scope of knowledge (intellect, speech, memory, attention):

-emotional state:

-willing aspects (firmness, desire for a goal):

- professional qualities (experience, qualifications):

-things that define a person's pride and love, children, self-made items, etc.:

-words that determine the general aspects of a person (a real man, an excellent cook):

A compliment can be made in the following forms:

-directly addressing the interlocutor and saying positive qualities about him:
-"antithesis"-directly addressing the interlocutor and saying the interlocutor's positive qualities while being critical of his own qualities:

- "comparison" - comparison with positive characters in literature:

- "double compliment" - warm thoughts about the interlocutor's son and daughter:

- turning to the interlocutor's neighbor and expressing warm thoughts about the interlocutor:

- Mechanism of influence of the "Patient listener" method:

Listen patiently and attentively to the interlocutor. Satisfying a person's need to be able to fully express his opinion and, in connection with this, the emergence of a positive emotional state.

In conclusion, it can be said that management of people at the level of society requires skill, behavior of a leader in different conditions, management of behavior depends on certain psychological laws, and it arises on the basis of various norms and laws accepted in society.

In order to pay attention to the features of leadership in human resources management, we make the following conclusions.

1. The leader should be a realist, that is, he should imagine that all his actions are in line with the interests of the institution and will benefit him;

2. What kind of idea your leader has about people in general, what he thinks about them, his knowledge in this regard is very important;

3. It is necessary to have an important ability to be able to perceive anything in a way, without difficulty;

4. Must be able to manage the activities of others and the team as a whole and be ready to do the work together.

5. The importance of formation of organizational and leadership qualities in the management process leads to reduction of problems.

6. He should be able to determine the position and production potential of the team and competitors and colleagues outside of it, and draw conclusions himself.

7. The leader's relationship with the employees, the good relationship between the employees means that there is a psychological climate in the team.

8. It is necessary to form attraction in people. This creates a positive emotional state. Affects the formation of attraction to a person who has created a positive emotional state. A person expresses his personality through his name. Satisfying the need to express one's personality creates a positive emotional experience in a person.

9. Satisfying a person's need to patiently and attentively listen to the interlocutor and to be able to fully express his or her opinion, and in connection with this, the emergence of a positive emotional state.

10. Development of leadership qualities and leadership qualities are important in management activities.

11. It is necessary to have a reserve of abilities and strength in order to complete any assigned task and to create a certain feeling of satisfaction from it. And for this:

a) it is necessary to direct one's strength, potential and abilities to the most important goal, to spend one's will on it;

b) it is necessary to be able to show that he is always fresh and healthy and always fit for work;

c) it is necessary to be able to pay attention only to their control, without getting involved in minor tasks that other employees can also perform;

d) have information about the management methods of other nearby institutions, try not to fall behind them in management, and make effective use of the corporation method.

It is important to develop interpersonal relationships among future leaders and pedagogues, to prevent disputes, conflicts, increase work performance, and eliminate problematic situations between leaders and employees. It also causes the development of a healthy psychological climate in the team. This requires knowledge from every leader. Development of interpersonal relations, communication skills are formed in people, and they are accustomed to behave correctly in various social conditions.

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