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“INNOVATSION YONDASHUVLAR ASOSIDA OLIY TA’LIM RAHBARLARINING BOSHQARUV MADANIYATINI TAKOMILLASHTIRISH”

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Oliy ta’lim tizimi kadrlarini qayta tayyorlash
va malakasini oshirish instituti doktoranti

Annotatsiya

Ushbu maqolada oliy ta’lim muassasasi rahbar kadrlarining boshqaruv madaniyatini yanada rivojlantirish uchun qanday innovatsion yondashuvlarga tayanish lozimligi haqida so‘z yuritiladi. Shuningdek, maqolada boshqaruv madaniyatini rivojlantirish bo‘yicha yetuk chet el davlatlarining tajribalari ko‘rib chiqiladi.

Kalit so‘zlar

innovatsion yondashuvlar, oliy ta’lim, boshqaruv madaniyati, rahbar kadrlar, zamonaviy boshqaruv usullari, xorijiy tajriba, raqamli transformatsiya

“IMPROVING THE MANAGEMENT CULTURE OF HIGHER EDUCATION LEADERS BASED ON INNOVATIVE APPROACHES”

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Abstract

This article discusses the innovative approaches that should be relied upon to further develop the management culture of leadership personnel in higher education institutions. It also examines the experience of developed foreign countries in improving management culture.

Keywords

innovative approaches, higher education, management culture, leadership personnel, modern management methods, foreign experience, digital transformation

«СОВЕРШЕНСТВОВАНИЕ УПРАВЛЕНЧЕСКОЙ КУЛЬТУРЫ РУКОВОДИТЕЛЕЙ ВЫСШЕГО ОБРАЗОВАНИЯ НА ОСНОВЕ ИННОВАЦИОННЫХ ПОДХОДОВ»

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Аннотация

В данной статье рассматриваются инновационные подходы, на которые следует опираться для дальнейшего развития управленческой культуры руководящих кадров высших образовательных учреждений. Также в статье анализируется опыт развитых зарубежных стран в области совершенствования управленческой культуры.

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Ключевые слова
инновационные подходы, высшее образование, управленческая культура, руководящие кадры, современные методы управления, зарубежный опыт, цифровая трансформация

Given that the functioning of higher education institutions is a matter of great importance today, numerous initiatives and measures are being implemented to enhance the efficiency of their operations. The role of senior leadership in higher education institutions is indispensable for the successful organization and management of institutional activities.

The managerial culture of senior leadership in a higher education institution defines their entire range of activities. Throughout their tenure, leaders are engaged in critical responsibilities such as managing teams, making decisions, and resolving various difficult situations and problems. This requires them to possess a strong managerial culture. Managerial culture is a broad concept. It encompasses a leader's knowledge of management theory and the ability to successfully apply it in practice, a deep understanding of strategy, the capacity to think strategically about each goal, the ability to make crucial decisions in important situations, effective communication with staff, conflict resolution skills, consistently prioritizing fairness, a strong sense of responsibility, the ability to foster a positive team environment, providing appropriate motivation to employees, openness to new opportunities, and, in today's rapidly developing world, staying abreast of global innovations and trends, being knowledgeable about modern technologies, and being able to utilize innovations effectively.

For example, in the case of Japan, four universities are ranked among the top 100 in the world according to the QS ranking: The University of Tokyo, Kyoto University, Osaka University, and Tokyo Institute of Technology. The undergraduate program constitutes the first level of higher education in Japan. Its duration is generally four years, except for fields such as medicine, dentistry, and veterinary science, which can last up to six years. Most programs are taught in Japanese. Students complete both required and elective courses. The initial years are typically devoted to theoretical foundations and the study of basic disciplines. The final years focus on advanced study in the chosen field and preparation for professional practice. Upon graduation, students are awarded a Bachelor's degree in their chosen specialty, which provides opportunities both for employment in their field and for continuing education at the master's level.1

Nowadays, an innovative environment dominates the world. Every day, various innovative ideas, technologies, and solutions to problems are being developed across different fields. The world is progressing day by day. As we all know, the purpose of innovations is to make our lives easier. Innovation refers to coming up with a more efficient way to carry out the tasks we do.

In today's world, leaders must also be managers.

The responsibilities of a manager and the situations in which they are carried out are diverse; nevertheless, three main ones can be distinguished. First, a manager defines the main functions of the organization, resolves issues related to resource allocation, and implements necessary adjustments, while being accountable for the consequences of the decisions made. Therefore, a manager must not only select the best option for a decision but also ensure that the team they lead moves in the desired direction. Second, a manager collects information about the internal and external environment, distributes it, and ultimately explains the organization's

1 https://staracademy.ru/blog/vysshee-obrazovanie-v-yaponii

goals. The effectiveness of a manager's work depends on how much information they have. Third, a manager acts as a leader who shapes relationships within and outside the organization, motivates members to achieve objectives, coordinates their actions, and represents the organization. They must be someone who is willing to lead people by example.2

The purpose of further developing the management culture of leaders in higher education institutions is to enable them to perform their duties more efficiently and successfully. The overall functioning of an educational institution largely depends on the skills and qualifications of its leaders. The more experienced and knowledgeable a leader is, the greater the potential to elevate the institution's reputation to higher levels. This, in turn, positively impacts not only the development of that particular institution but also the education system as a whole.

In higher education institutions, it is essential to further develop the management culture among leaders for several reasons. First, modern universities face complex challenges, including globalization, technological advancements, and rapidly changing student needs. Effective management culture ensures that leaders can make strategic decisions, inspire their teams, and adapt to these changes efficiently. Second, enhancing management culture encourages innovation and collaboration. University leaders with advanced management skills can foster interdisciplinary projects, partnerships with industry, and research initiatives, which are crucial for institutional growth.

Personnel management is a complex, purposeful influence on teams and individual employees aimed at ensuring optimal conditions for creative, initiative-driven, and productive work to achieve the organization's goals. The main goal of personnel management is the formation, development, and realization of the organization's human potential with the highest possible efficiency. The primary tasks of personnel management are to develop the organization's human potential and to make the staff's work productive.3

If the managerial staff of an educational institution have a well-developed management culture, it leads to many positive outcomes. The managers can quickly analyze emerging situations, which accelerates the decision-making process. This, in turn, allows them to solve numerous problems throughout the day. As a result, the organizational efficiency of the institution increases.

Leaders who have a strong grasp of management culture value their employees and provide all necessary conditions for them. Such leaders focus primarily on fostering strong collaboration within the team.

Moreover, leaders' constant readiness for innovation leads to the introduction of new pedagogical methods and technologies within the organization.

By being able to listen to the opinions of their team, a leader can gain valuable ideas and insights. The employees who work most closely within the organization are often best positioned to provide an honest assessment of it. A wise leader recognizes this and consistently strives to take employees' opinions into account. This creates an environment of fairness within the organization and also fosters mutual trust and respect between employees and the leader.

Through innovative approaches, it becomes possible to introduce new ideas, technologies, and modern methods aimed at developing the management culture of leadership personnel in higher education institutions. These, in turn, have a positive impact on the overall functioning of the educational organization and further improve the quality of education.

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2 N.Q.Yo'ldoshev, V.I.Nabokov, O.A.Oripov, O.Axmedov, "Menejment nazariyasi", Namangan 2016

3 Н.И.Кабушкин, «Основы менеджмента», 11е-изд., 2009

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The development of management culture enables leadership personnel to make decisions more effectively, while also strengthening their ability to listen to and consider the opinions of team members.

Innovative approaches renew management culture and develop it in accordance with modern requirements. They serve as an important factor in enhancing the professional competencies of leaders, improving management processes, and increasing the overall efficiency of the education system.

In conclusion, since the activities of higher education leaders always require great responsibility, it is essential that they approach their work with respect and a strong sense of accountability. Mastering all the necessary skills required for their duties is a key factor that determines the effectiveness of their performance.

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