

Professional-Ethical Competence Of Leaders Of The Modern Educational System

Shonazarov Asror Maxmaisoyevich
Samarkand Institute of Economics and Service
ashonazarov83@mail.ru. Uzbekistan

Abstract: This scientific article provides a classification of proposals and recommendations aimed at further enhancing the professional and ethical competence of the leaders of modern education systems in the management process.

Key words: Personality, ethics, profession, management, education, modernity.

The urgency of the topic is that in the conditions of market relations in our country, especially in the labor market, high-level training of strong, competitive managers, who have a priority in the modern education system, to acquire professional and ethical competence and to be able to improve consistently it in the workplace and apply it in practice.

The main purpose of scientific research is our research is part of the general education system that able to overcome the personal and general problems inherent in the professional and moral competence of the leaders of the modern education system, and to be modern.

The main goal of education management is to fit the world community, to be potential, quick thinking, political, economic, spiritual, social and professional-ethical competent goals that capable of aimed at the realization of common interests in the pursuit of their goals.

The scientific validity of these stated goals reflects the theoretical and practical importance of the activities of leaders for today, and they are described as follows:

- be able to carry out the management process in accordance with the employment relationship;
- be able to apply non-standard management methods in practice;
- expansion and modernization of management functions;
- be able to analyze and motivate teachers;
- motivation of able-bodied personnel capable of management;

- effective organization and control of the work team.

Based on the above objectives, the following research objectives were identified:

- ✓ to train young inexperienced leaders to effectively apply their professional and ethical knowledge, skills and competencies independently;
- ✓ to increase and improve the positive qualities of leaders with professional and ethical competence;
- ✓ to increase the level of professionalism and moral ability to solve problematic situations;
- ✓ the development of modern proposals and recommendations in accordance with the management process and their implementation.

Given the goals and objectives, it should be noted that according to the results of scientific research, there are professional and ethical requirements for the leaders of the modern education system, which are the subject of research. : speaker, honest, disciplined, conscientious, hardworking, fast, resourceful, intelligent, knowledgeable, organizer, serving the interests of the state and society, modern leader, rich in information and data, capable, talented, talented, patient, temperamental, The activities of leaders who are able to apply their knowledge in practice, create their own careers and image, are frugal, courageous, beautiful in appearance and inward, mentally stable, cultured, highly spiritual are covered.

At the same time, professional and moral competence requires constant research on every leader in the education system of our country. *So the question is, what is competence? What qualities are reflected in the basis of professional and ethical competence? What kind of competencies should a leader show? The following is a discussion of how to find answers to such questions and cover them on a scientific basis.*

“**Competence**” is used in the sense of effective use of theoretical knowledge in practice, the ability to demonstrate a high level of professionalism, skills, abilities and talents. To date, many types of competencies have been researched by domestic and foreign scientists and researchers.

In particular, T.Elers, A.Maslow, M.Snyder, A.Derkach, N.Hall, Yu.V.Andreeva, YA.Strelyau, V.Boyko, Karitskiy IN, V.Gerbachevskiyar, N.Safoev, V.Karimova , Z.Nishonova, EGoziev, Baratov Sh.R, I.Makhmudov, N.Boymurodov and the others have been studied theoretically and practically by many potential and influential scholars. pedagogical scholars who contribute to the

study from a pedagogical point of view N.A.Muslimov, M.H.Usmonbaeva, D.M.Sayfurov, A.B.Turaev, A.Kh.Mahmudov studied on a comprehensive scientific basis.

Our research shows that the concept of “competence” has entered the field of education as a result of psychological and pedagogical approaches and scientific research by scientists. Psychological competence is “the ability to deal with unconventional situations, how to behave in unexpected situations, to think quickly depending on the situation, to find new ways in dealing with the conflicting party, to solve existing problems, to take on uncertain tasks, subordination, the use of conflicting information, and a plan of action in progressive and complex processes”.

Professional and ethical competence does not mean the acquisition of specific knowledge, skills and competencies by the leader, but the acquisition of integrative knowledge and a roadmap for action in each independent area. Competence requires also the ability to constantly enrich the ethical norms of the leader, the knowledge of society and the state, to understand the important socio-political requirements, to search for new information and data on their activities, to process them and apply them effectively in practice.

It should be noted that the concept of competence, which has been widely used in educational practice in recent years, and its relevance to the concept of ethics are discussed. So what is the concept of morality? What is the role of morality in the education system and society? What ethical qualities should modern education leaders have? Based on the research, the content and essence of the concept of ethics are explained.

Morality (from the Arabic word for plurality of behavior) is used in the sense of one of the forms of social consciousness. It is a set of stable, specific norms and rules that govern people’s historically structured behaviors, interactions in social and personal life, as well as relationships in society. Moral values are reflected in people's behavior. There are a number of categories of morality, such as duty, conscience, honor.

Morality performs various functions in society. The most important of these are:

- 1) regulation and coordination of various relations between people;
- 2) defining human values and goals of human activity;
- 3) socialization of the person.

As people coordinate their activities, morality encourages them to be humane, virtuous, honest, and just. In general, however, morality is based on the universal values of the development of society and the individual.¹

Morality is a set of actions that are reflected in the relationship of people to each other, to the family, to the Motherland, to society. Morality reflects the character and inner world of each person. Morality is influenced by national customs and traditions. Behaviors that are considered normal in relationships between people of some nationalities may be rejected in the ethics of other nations. A high level of morality has a direct impact on the development of society, or vice versa. Moral norms are regulated by human society, which, unlike legal norms, is not mandatory.

Moral norms are influenced by tradition, the power of example, and public opinion. The observance of moral standards by leaders is voluntary and conscientious. Violations are subject to public condemnation and public humiliation. Morality is integrated into persuasion, explanation, and its application in education and youth education by experienced people.

In this regard, as noted by President Sh.M. Mirziyoyev, life and the demands of the people set before us new and more complex tasks that need to find practical solutions. “Morality is the core of spirituality”. Morality is an act of spirituality. It is associated with a sense of fairness and justice, faith and honesty. In implementing the important principle of “from a strong state to a strong civil society”, we rely primarily on the strength and capabilities of this social institution. Today, “Our children must be stronger, more educated, wiser and, of course, happier than us!” So I want to address every leader, critical analysis, strict discipline and personal responsibility should become a daily activity of every leader. How important are the above thoughts of our President for today and for our future lives.²

Morality plays an important role in the evolution of mankind. The great thinkers of the East considered the moral development of man, his comprehensive development, the formation of his spiritual image as one of the important factors in the development of society.

Today, religion plays an important role in shaping the morality of leaders in the modern education system and its social place. One of the main purposes of

¹ Encyclopedic Dictionary of Philosophy. T., 2004, pages 40-41.

² Mirziyoyev Sh.M. Critical analysis, strict discipline and personal responsibility should be the daily rule of every leader. -T.: Uzbekiston, 2017. - 10 pages.

religion is to explain the evils of evil in man and to encourage those who have gone astray to the right path. In the sacred book of Zoroastrianism, the Avesta, the struggle between Ahuramazda, the god of good, and Ahrimaynu, the god of evil and wickedness, lasted forever. It was argued that morality was an expression of struggle.

The issue of morality plays an important role in Islam, in holy book, the Qur'an Islam describes the most important concepts of noble morality and encourages humanity to follow them. These include charity, forgiveness, patience, honesty, kindness, respect for parents and elders, honor, loyalty, and more. In this way the whole Practical activity of mankind is divided into good and evil. It is obligatory for Muslims to call each other to goodness and virtue, and to forbid evil deeds. At the heart of Islamic morality is honesty and piety. He who is physically and spiritually pure does not enter the path of immorality.³

Ethical culture includes the fact that the leaders of the modern education system acquire the moral experience of society and use it in their relations with their subordinates when necessary, and constantly improve themselves. Ethical culture in leaders is a key indicator of moral development and is reflected in the leader's interactions with others. A leader's moral culture can be seen in his or her manners, etiquette, professionalism, and all kinds of attitudes toward others. In this case, the manager must be able to have a positive impact on employees and rely on professional competence.

Ethical relations in leaders are the ability to coordinate the activities of teachers, to make them humane, kind, honest, fair, loyal to their profession, to lead the team on the basis of creative relationships, to keep distance in the proper conduct of various relationships.

When modernizing the professional competence of leaders, ethical relationships, in turn, take the following forms:

- 1) Individual, collective, sexual relations according to the form of education;
- 2) Attitudes towards traditional, non-traditional, non-traditional situations, depending on the purpose;
- 3) Relationships that are appropriate to the character of the team and self-developing according to the ability of the leader;

³ E. Begmatov, A. Madvaliev and others. "National Encyclopedia of Uzbekistan" - T.: "National Publishing House of Uzbekistan", 2000, I, 530 pages

4) Positive communication between the supervisor and the teaching staff, based on the relationship between the supervisor and the student's correct approach to his / her subordinates;

5) Educating the leader's attitude to his teammates in the spirit of patriotism, patriotism, nostalgia, patriotism;

6) The attitude of all subordinates to their families, teaching them to always show respect and loyalty to family members in the first place;

7) The attitude of the leader to society, in which the leader has the right respect and attitude to the social environment, to set a personal example, to be kind to his compatriots, to behave tribes;

8) The attitude of the leader to his state, in which the leader correctly understands the policy of the state, understands that he is the main promoter of state policy, the state's economic, political, spiritual and educational spheres. to be able to contribute and to feel obliged to do so;

9) Moral consciousness in the leader - the ability to form moral relations as the basis of conscious activity, the reflection of moral principles in the mind, to feel the moral views, concepts, beliefs, norms of behavior, moral imagination, etc
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10) Ethical norm in the leader - adherence to ethical requirements and criteria governing the behavior, character, temperament, behavior of the leader, teachers in the management of the team;

11) The moral upbringing of the leader, to set a personal example, not only to tell what to do in the course of his activity, but also to explain why it is necessary to act directly, not differently;

12) The moral structure of a leader consists mainly of three factors, which are: the formation of the management process on the basis of moral understanding (moral consciousness), moral feeling (moral feeling) and moral relations (moral behavior);

13) Ethical concepts in leaders - reflected in ethical relationships and accepted as ethical categories. Ethical concepts include kindness, duty, conscience, generosity, respect, honesty, purity, honesty, etc., and such concepts are very important in governance;

14) Moral feelings in the leader - in which the leader is able to act on the basis of moral concepts and norms, to control the inner feelings of a person in relation to a particular behavior or situation;

Based on the results of scientific research, the necessary proposals and recommendations on the professional and ethical competence of the leaders of the modern education system have been developed:

- have a managerial speech technique and be able to communicate effectively and effectively;
- be able to integrate ethical norms, views, attitudes and approaches;
- consistently enrich and develop their experience, knowledge, skills and abilities;
- collection of new information, its regular assimilation, analysis and implementation;
- mastering the requirements of the time, deep understanding and comprehensive improvement;
- the leader understands the ambiguous tasks and is able to use non-standard methods;
- rational solution and regulation of complex management processes;
- be able to control the situation at their own expense and take a creative approach;
- be able to effectively use their mental capacity to use conflicting information;
- have a plan of action in case of emergencies and contingencies and be able to make quick decisions;
- be able to draw the right conclusions from social realities and make appropriate recommendations and make appropriate decisions.

In view of the above, it should be noted that the professional and moral competence of the leaders of the modern education system depends on his upbringing and self-esteem, it is evident in management not only in the teaching staff, but also in the formation of moral qualities that conform to the norms of behavior of the younger generation, as well as through the love of work.

In conclusion, it should be noted that it is very important for the leaders of the modern education system to have their own reputation in the system of social relations, to be professionally and morally competent. Every leader is evaluated through his or her professional approaches and adherence to ethical norms as he or she enters the management process.

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