



GENDER MANAGEMENT ISSUES IN MODERN PEDAGOGY IN EDUCATIONAL INSTITUTIONS

I. Siddikov

Scientific Secretary of the Gender Research Center of FerSU (PhD)

Article history:	Abstract:
Received: 28 th April 2021 Accepted: 17 th May 2021 Published: 10 th June 2021	In the state, the author's opinions are expressed on the issues of gender and psychological characteristics of personnel in the implementation of management activities, mechanisms and specifications and their manifestations. The research findings relate to practical differences between male and female leaders and female leaders in achieving success.
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At a new stage in the development of our country, a number of reforms are being carried out aimed at strengthening the legal, socio-economic foundations for ensuring gender equality in society. For this, it is important to adopt the Law "On guarantees of equal rights and opportunities for men and women" and the Law "On the protection of women from oppression and violence" [1].

We would like to note that over the 30 years of independence of the Republic of Uzbekistan, a reform process is underway based on directives to increase the participation of women in all spheres. 2021 has been declared in our country as the Year of Support for Youth and Public Health. This year, the goal is to empower women to become more active in all spheres of society, especially in the fields of science and education. To this end, the Resolution of the President of the Republic of Uzbekistan No. PP-5020 of March 5, 2021 "On measures to further improve the system of supporting women and their active participation in society" was adopted. It is no coincidence that the goal was set "to increase the proportion of women by at least 20% among the scholarship holders sent to other institutions on the basis of scholarships from the El-Yurt Umidi Foundation.

If we look at history, we will see that at all stages of human civilization, high intelligence and wise advice of women were used in the work of government by male leaders. A striking example of this is the life, courage and devotion of our grandmothers in the past. For example, Tomaris invaded the country with his unrivaled intelligence and courage.

It is known from history that Bibi-khanum was always Amir Temur's advisor in managing state affairs while repelling invaders. The great king Zahiriddin Muhammad Babur also paid great attention to the female personality in government throughout his life. He focused on the dignity of women, respect for them and, if necessary, consulted with Kutlug Nigorkhanim, Esan Davlatbegim, Honzodabegim and other women on public relations issues, taking into account their views. This is because the human qualities of women, such as the culture of behavior, the ability to listen, self-control, loyalty and devotion, sensitivity, fairness, openness, sincerity, kindness, honesty, responsibility, sophistication, responsibility, formed the basis of their image.

Already today, all disciplines dealing with management and leadership, including pedagogy and psychology, study all issues in the field of management from the point of view of social development, develop more effective methods of managing enterprises, organizations and institutions, fully meet the requirements of modern management. The solution of the problems of training leading managers has become urgent. In particular, gender differences in leadership, sexual socialization, sexual stereotypes, personal qualities of men and women leaders, managerial abilities, preparing women for effective leadership, creating a socio-psychological image of a modern woman leader require a number of pedagogical studies. and psychology.

Researcher I. Makhmudov sought a versatile approach to this problem and achieved some success in this direction. In her opinion, while male leaders focus on tasks related to production problems, female leaders pay more attention to the socio-psychological aspects of the team, the psychological environment.

focuses on healing. For the same reason, it is natural that there are sexual and psychological differences between men and women leaders, but there is no gender difference in the performance of tasks facing the team, in achieving goals. The author argues that the root cause of all success in leadership work is determined by non-gender factors. In particular, intelligence, values, personal qualities, educational level, experience in the field of management ensure the effectiveness of management [2].

Professor V. Karimova, studying the features of the activities of middle-level women leaders, adds to such features:

- In addition to direct leadership, a woman leader takes into account the opinions of her employees;
- A woman leader pays more attention to interpersonal relationships, primarily between people in the team she heads;
- A woman leader also monitors the approval of at least 2-3 people in the decision-making process, and then comes to a final decision;
- a woman leader considers the interests of the family to be almost as important as the interests of the work;
- his orders to employees are more constructive and work in concert with the initiators; female leader with personal life and family circumstances of her employees occasionally interests and others [3].

In her research, psychologist O. Shamiyeva studied the social and psychological characteristics of women leaders. The author emphasizes that in the socio-psychological structure of a woman-leader, her organizational abilities, self-esteem and satisfaction with leadership activities come to the fore. The fact that women leaders demonstrate organizational skills and value themselves as leaders depends on their satisfaction with their leadership activities.

Organizational ability is characterized by the ability to self-esteem as a leader, and their determination rate is much lower than their satisfaction with leadership qualities. The author emphasizes that women leaders are more likely to be satisfied with their leadership activities because of their organizational skills and self-esteem as leaders [4].

Based on our review of the scientific literature in this area and the results of our research, we have seen that women leaders have a number of personal qualities that ensure professional success. They are:

1) Women leaders in management often choose a management style based on partnership and cooperation and focus on improving the psychological climate in society.

In teams led by a female leader, friendships develop, and management decisions are often made with the direct participation of employees, taking into account their views and initiatives. The leader looks at each employee as a person, takes into account his needs, interests and interests, encourages ideas and suggestions, creates opportunities for him to show his abilities. Women leaders are also known for their penchant for teaching and advising men.

2) Women leaders advocate strict control over collective decision-making. In this case, the top priority for women leaders is reliability, a sense of personal responsibility for the assigned work, honesty and decency. They express their attitude towards subordinates as follows: kindness, generosity, tenderness, intuition, common sense in diplomacy, coherence, and so on. In difficult situations, women leaders choose a strategy for overcoming the crisis, relying on the high motivation of employees [5].

3) Even in situations where subordinates need to be punished, women leaders differ from men in that they make different decisions.

Women leaders are well aware that not only rewarding employees, but also punishing them for their mistakes is a powerful motivator. Initially, they use the simplest methods of punishing employees who do not fulfill the assigned tasks, for example, pardon, warning, protest, and so on. If a Mobodo employee has acted unlawfully or acted against the public interest, he will also be able to take strict measures against him and enforce them.

4) In everyday life, we have seen many times that women leaders are distinguished by their enthusiasm for male leaders. It is also true that women take all work-related situations to heart and walk relatively long under the influence of these experiences.

Sometimes we know that a woman leader is also willing to play a situation in order to feel the outcome of an incident. Surrendering to excessive emotions is a characteristic lack of leadership in women and can be a source of injustice, mistrust and conflict. Consequently, women leaders should be able not only to succumb to the influence of the feelings of others in any risky and conflict situation, but also to influence others with their poise and restrained feelings.

5) Women also differ from male leaders in that they often rely on their intuition when making management decisions. It is in them that independent thinking, creativity, initiative and

building business skills, bringing innovation to management, creating creative thinking, creative plans and great ideas. It is these qualities that help women leaders anticipate, evaluate, and make informed decisions about the future of the work they start. [6]

6) We have witnessed many times that women leaders are sometimes more effective than men leaders in approaching and resolving problem situations, conflicts and contradictions in the work process in a rational and effective way. Women leaders, regardless of the nature and scale of the conflict, in all cases carefully analyze its causes, delve into the essence of the conflict and resolve it, expressing their clear opinion on the spot.

7) Women leaders make cautious decisions even in risky situations. Their inner experiences help them to operate successfully even in difficult situations.

8) Women have the opportunity to quickly move from one social role (leader, entrepreneurial woman) to another role (spouse, mother, daughter), etc. It is well known that a country that does not provide equal opportunities in governance will not develop as civilized democratic state.

It is important to abandon patriarchal-conservative attitudes towards women, to form a personnel policy, to change public opinion on the involvement of women in government, as well as to understand the need for women to participate in the socio-political life of the country.

holds. To this end, it is expedient to train women leaders at the level of modern requirements, to improve their skills, to create a pool of personnel, to organize specialized training and retraining courses on the basis of special programs in the existing industries and sectors.

In addition, for women leaders to work effectively, it is important, first and foremost, to organize their work on a scientific basis. Regardless of their position, big or small, the issues of exemplary organization of the work of every woman leader, ensuring the continuous growth of her productivity, improving the organization and maintenance of the workplace, health, improvement of working conditions, standardization in the field of administrative management important.

In conclusion, it can be said that the organization of the work of women leaders on a scientific basis consists of a set of technical, organizational and economic measures.

We consider it necessary to establish the following directions:

- creating comprehensively comfortable jobs for women leaders and further improving their services: rational planning, equipping with modern technical means, providing high-quality and guaranteed services;

- Improving the working conditions of women leaders: providing them with a moral and ethical environment, labor protection, psychophysiological conditions, labor hygiene, aesthetic conditions (color, equipment, soft music, etc.);

- Extensive use of best practices in organizing the work of women leaders, freeing them from inappropriate functions, properly planning their personal work, learning to use the most convenient and modern management methods;

- overcoming gender stereotypes in the management environment, training and retraining of mature women leaders, correct implementation of personnel policy in administrative management, ensuring the continuity of the system of training women leaders;

- determination of measures to expand a positive outlook on women leaders, the creation of women's counseling centers to develop their image and leadership qualities;

- material and moral stimulation of the work of women-leaders, modernization and equal use of incentives for this, the introduction of best practices in wages;

- further strengthening the activities of preschool educational institutions, improving their material support and providing them with various benefits to improve the efficiency of the work of women leaders;

- Creation of a healthy psychological environment in the family, taking into account the fact that the social activity of women is directly related to the social and emotional environment in the family: increasing the culture of family relations, harmonizing marital relations, ensuring equality and so on.

RECOMMENDATIONS:

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