



THE IMPORTANCE OF DEVELOPING LEADERSHIP QUALITIES IN PRESCHOOL EDUCATION ORGANIZATION DIRECTORS AND ITS IMPACT ON MANAGEMENT EFFICIENCY

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ABSTRACT

This article examines the importance of developing leadership qualities in preschool education organization directors and their impact on management efficiency within the framework of creating pedagogical conditions.

KEYWORDS

Preschool education, director, leadership qualities, management efficiency, pedagogical conditions, professional development, human resources, technological support, material and spiritual resources, teamwork, communication, motivation, monitoring system, andragogical education, education quality management, management system.

INTRODUCTION

The successful operation of a preschool education organization heavily depends on the leadership qualities of its director. Effective leadership by the director enhances management processes by deeply understanding the needs of the pedagogical team and introducing innovative approaches. To improve management, the director must develop strategic and communicative skills, boost the motivation of the pedagogical team, and organize a systematic

management structure that promotes effective work. This in turn, significantly improves the overall efficiency of the preschool education organization and the quality of education.

In our study on improving leadership management in preschool education organization directors, various studies focusing on enhancing directors' management skills were analyzed. These studies revealed principles critical for determining pedagogical conditions to



improve management efficiency in preschool education organizations.

V.A. Sadiyev's research, conducted on the creation of organizational and pedagogical conditions for transforming higher education institutions, emphasized factors such as human resources, regulatory documents, educational and methodological support, as well as technological and material resources. His research underlines the need to study these conditions to organize high-quality management in preschool education. It demonstrates that management efficiency is linked not only to the quality of the educational process but also to the availability of technological, material, and spiritual resources.

G.N. Nigmatova's study identified three primary pedagogical conditions in forming economic competence among preschool education organization managers. The first condition emphasizes identifying the educational needs of managers at an individual level to develop economic competence. This is essential for understanding the personal and professional development needs of directors and designing appropriate training programs. The second condition involves ensuring active participation of managers in the educational process through a modular system of andragogical education programs. The third condition highlights the necessity of continuously monitoring and analyzing the process of economic competence development. These pedagogical conditions play a key role in enhancing the management competencies of preschool education organization leaders.

Sh.N. Qosimova's research on the professional development of preschool education organization directors identified pedagogical conditions based on needs assessment. Integrating general, professional,

and specialized training is essential for creating an effective professional development system. Short courses tailored to the specific needs of directors' management activities should be developed. Enhancing motivation and trust, fostering a collaborative environment, and focusing on continuous professional growth are critical components of this process.

These conditions help advance the management activities of directors, improve organizational efficiency, and support their personal and professional growth, ensuring high-quality management of preschool education organizations. Additionally, these conditions promote innovative and practical approaches, laying the foundation for effective management.

Recommendations for Developing Leadership Qualities:

Human Resources and Professional Development System – directors should identify and address the needs of their pedagogical team, creating a professional development system that enhances motivation and leadership skills through innovative training programs.

Technological and Methodological Support – directors must be proficient in modern management technologies and adapt them to pedagogical processes, implementing innovative methods to enhance management efficiency.

Material and Spiritual Resources – ensuring effective material and spiritual resources helps align the director's activities with organizational goals and fosters trust and collaboration within the team.

Pedagogical Environment and Teamwork – leadership qualities depend on the director's ability to work effectively with the pedagogical team. Developing



trust, communication, and collaboration is essential for improving management performance.

Monitoring and Evaluation System – introducing an effective monitoring and evaluation system is critical for analyzing management processes and making necessary adjustments to improve efficiency.

CONCLUSION

Developing the leadership qualities of preschool education organization directors requires a systematic approach focused on creating effective pedagogical conditions and enhancing management efficiency. Proper organization of these conditions helps improve directors' management qualities and ensures the

successful development of the preschool education system.

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