

IMPROVING METHODS OF THE ADMINISTRATOR'S MOTIVATION IN MANAGEMENT OF HIGH EDUCATION INSTITUTIONS

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ABSTRACT

This article describes the effective use of the system of governance of higher education institutions, motivated, theoretical and methodological aspects of research and practice in the management of higher education institutions leading the development of proposals on the use of rational motivation.

Keywords: Higher education institution, motivation, administrators staff, administrator's motivation, requirements, necessity.

INTRODUCTION

Every nation, in every nation's future is inextricably depends to the fate of the age of the generation of today. In this context, in the last period, the level of state policy focused on the development of the education system, the next generation of world-class conditions, education, became physically and spiritually mature people, skills and talents, and intellectual potential of the implementation of large-scale works .

To ensure the implementation of Decree #351 on December 3, 2016 year of the Cabinet of Ministers of the Republic of Uzbekistan "for organization of targeted measures training of administrative staffs of higher and specialized secondary and vocational-technical education institutions". These efforts are very important to a new level, the level of professors and teachers of higher educational institutions, professional training and continuous carried out in accordance with the requirements of a modern regular training of highly qualified specialists based on the introduction of an improved system of enhancing the quality of the preparation of the project.

Legal democratic state and civil society, the further liberalization of the society in all aspects of the status of territories strengthens the skills of administrator staffs, as well as, issues of spiritual models of ethical aspects. The first President of the Republic of Uzbekistan strengthened the society control under the administrative staff's activities, trainings, morality, skills, yields an important role in the guidance also, drew attention for their potentials. Administrative staff are putting in motion of human society, which is present in the creative energy of the people, enliven the social and economic life. Certainly, administrator must be an etalon by the society, persuade the people to his word and he can make the people follow to him. The first President of Uzbekistan's Islam Karimov's expressed as "... Today, an administrator person must be not only the owner of a professional manager, and, above all, with his activities and be worthy of the confidence of the nation, be owner of high intellectual

outlook, long-sightedness, striving for continuous innovation, live with present life, with resolution,¹ -.

For the implementation of the administrative tasks associated with a high level execution an important role in the team employees motivation under management. Unfortunately, it is not the word motivation in the Uzbek language, and there is no direct translation of this word, also it is used rarely in simple conversation.

Motivation and origin from word motive and means that any cause of action. The basis of activity as the first person he or she will need to be made, and then will try to meet the need. It is an inner strength and motivation to take action to meet the demand startup called a series of complex motivated motivation. Motivation employee or team working in the field of management means encouraging activities towards the objectives of the organization. The difference between the two forms of motivation:

1. Exterior motivation activities carried out by the institution in order to attract and stimulate the activities of personnel.
2. Interior motivation -motivated person to provide any direction he wants, needs and interests.

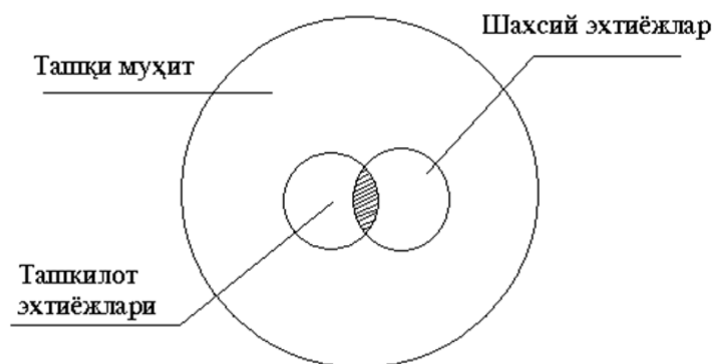
Of course, in terms of effective management practices are more effective and acceptable appearance motivation's the second form. Choose any activity of the employee, it is active and goal-line goal for any leader worthy of organizational issues.

Administrators are keeping their employees in any kind of involvement, goals and reach the end of the work started thinking, this direction in a variety of styles. Some employees preferred the concept of money as a motivation factor for the material, and an administrative staff position, depending on the position as a major impetus to the growth of one of the leading encourage worker activity on the basis of a positive relationship and to improve the working conditions of employees making can understand that. Of course, all of these factors will participate as a motivational force.

Motivations are divided into the following categories: motivated to suit the needs of the society; generally motivated; motivated activities; According to the term appears to be characterized by extremism; sprung from a hierarchical point of view of the level of extremism. According to the psychological impact of any specific motives will be created and the necessary conditions will be created. Therefore, the development of the educational process, to learn and master the implementation should be trained to provide educational motives. A variety of professional activities and knowledge of the nature of the study of motivation motivated them to change the issue. It is one of the motives for success in the various fields of activity motive, such a theory is the founder of American scientists D. Makklelland D. Atkinson and the German scientist H. Xekxauzen. For example, a person who believes in his own abilities, even if it cares not a win, and believes it will be better next time. Unreliable person is a small correction or criticism is an enormous psychological pain sad experience. His person or the quality of care of these situations are largely motivated character. As a result, people who are motivated to work the system directly to the person and self-relations and the properties of the character.

¹ The first President of Uzbekistan - Karimov's speech before the extraordinary session of the Council of People's Deputies of Tashkent city. Tashkent, March 17, 2012.

No need to be motivated to meet the starting point of necessity. Based on this idea of management personnel the basic idea can be explained as follows: The purpose of the educational institution representing the interests with the needs of the employee requirement to coordinate the effective management of personnel. Typically, employee education institution, while it is always a motivating force to work, there is a need that must be met. Harmonize with the interests of the organization and to identify the needs of the leaders of this interaction between the employees and the organization can create feelings of unity. This is the realization of the objectives of the organization, the employee is one of the main forces. This is an opportunity to express thoughts using the form below.



Institutions of higher education to the needs of the institutions, which should be done to plan, manage capacity and human resources.

The individual needs of each human being is unique, unlike other employees. Try some of the security personnel, some of the others paid reputation interest, some of them will try to improve himself. Educational institutions and in compliance with the interests of employees and the working environment. Educational institution that reflects the needs of the employees and the community is never going to meet each other, but their level of compatibility between the managers should seek to increase as much as possible. Therefore, the worker to identify the needs of the leading managers of the task in front of the content and the specific needs of these employees tend to perform the corresponding function on the terms of this event to find out.

METHODOLOGY

Motivated X (ikc) and Y (igrek) theories of active youth. The author of the theory of American psychologist D.Mak Gregor, he represents the management and employees of labor relations.

X (ikc) theory of the workers want to work, responsibility, solar, they are naturally lazy. Boice them to always push, force, control, sanctions should be scared of. So that they work for the good of the enterprise.

Y (Igrek) entrusted to the theory, the ability to develop feeling of their usefulness and importance, failure to divulge satisfied, then you can bring great benefits to the enterprise. This theory employee satisfaction with their labor to make sooner: the recognition of the services; Diamant serving; training; as well as the high responsibility motivated interpreted as motivating factors.

It is not only the theory, the sooner the manager to direct a person's ability to work. Enough to know manager subordinating authority and freedom of the implementation of the decisions adopted. The general manager should be in front of the following two goals:

- motivation to improve devices's levels of protest by subordinating increasing;
- encourage employees initiative motivated and fully satisfy their needs strong support devices.

The staff was not only the award, but also a strong motivation factor to punish the errors. Timely and fair discipline (punishment) employees move to improve the results of their labor. How disciplined environment is also of great importance.

RESULTS

As part of our investigation, "Higher education institutions management personnel pool of targeted training" courses conducted specific questionnaires. According to him, a breach of labor discipline where it would receive a warning? 'Answers to questions by the audience as follows: 80% - 15% of their devide 5% of the students of the Faculty Council is the scientific answer to that across the board. Gratitude where you'd like to hear about your achievements? 'Seems to be the answer to the question is as follows: 5% of the section 20 and 75% of the students of the Faculty Council noted that the scale of the Scientific Council of the Institute. Organization of this information to promote methods of punishment and the possibility to apply a rational manner.

DISCUSSION

Employee morale of harmonization with the values of the organization - employees in the formulation of a common vision of high performance working with one of the events.

Satisfied with the interest of the implementation of labor movements, the execution of employment, workers ability to adapt, as well as employees involved in the decision-making process is also engaged in the activity of his organization's global factor.

Changing the method of awarding achievements in a better basis for further improvement of the activity of the employee. In this regard, along with incentives for employee achievements appropriate to the application of the option, such as job growth. Up to provide the best results in chronic worker position in its working methods constantly in order to maintain the high level of motivation factor. Job growth through a number of leading institutions among the main motivational factors.

Leader through its employees of some of the advanced functions provided by an employee to work actively in the organization. Involved in the development of management decisions, and their execution on some of the tasks assigned to the staff and to increase the organization's values and goals as a motivational factor.

The current socio-economic conditions, the development of the activities of the management of effective control mechanism plays a crucial role in motivation.

The activities of management of higher education institutions in many ways, his effective leadership in various spheres of activity requires a different approach and the participation of

qualified experts. Educational institutions and personnel management, legal, economic, social and psychological aspects.

As mentioned above, in the form of external or internal motivation, effective internal management of higher education should focus more motivated and more productive for us.

CONCLUSIONS

Any motivated to be the starting point to meet the needs of their physiological, safety, social recognition and the needs of self-improvement. To meet these needs through the part of the part of the leadership that reflects the needs of the educational institution will be able to expand.

A.Maslou F.Gertsberg D.Mak Klelland V.Vrum, and analyzed the theories of D.Adams motivated, according to the results of our expectations, fairness and X, Y, theories of educational institutions can achieve positive results through the application of management.

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