



PARTISIPATIVE APPROACH AND ITS PEDAGOGICAL AND PSYCHOLOGICAL OPPORTUNITIES

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Annotation

This article provides information on participatory training of future teachers. Information is provided on the essence and principles of participatory training. Modern approaches and the content of the concept of "partisanship" are described in them. The article also analyzes the pedagogical and psychological aspects of the participatory approach.

Keywords: participation, partisanatory approach, pedagogical participation, partisanatory training, collaboration, management, style.

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INTRODUCTION

The former labor market is making new demands for professional training in quality and highly educated, economically, very active, very active, very active, very active, very active, very active, and in various fields.

The main objectives of modern education are to develop each child as an individual, to turn into its personal life entity in the universe. So today is an important task in front of schools, such as importing the cultural objective through education. At the same time, the experience shows that the current school is not sufficiently discussed at the unexplained state of integration of the integration of the integrated person into a new historical situation. To date, the training should be an original tool for the original to really develop the person and there should be no gap between the real state of the student, the learner related to his educational activities. The traditional content, purpose, validity of education depends on the correspondence effects, however, psychology (V.G.Kazanskaya, V.Ya. Lyaudis, Yu.M.Orlov, V.A. Petrovskiy, L.A. Regush, M.I. Smirnov etc.) It is known that anyone can have motivation of forced goals. As a result of a motivational crisis, the education is not directed to the requirements of the person, but strikes to the

individual. After all, at this, both the teacher and the reader participate in the course of the birth and formation of motivation. The content of education is still cut off from the child's problems. He continues to form as a life field that is necessary for the development of the person, but also as someone else's experience area.

The modern period of innovative changes requires uniting the scientific and cultural powers of the country to create an advanced development of the country's socio-cultural potential for the creation of a high-efficiency, sustainable and high professional education system and regularly update such a high-sized system. Odnelicular organizational forms aimed at the implementation of an approach in the educational activity of educational activities cannot form a dialogue between the students and teachers.

The main purpose of future reforms will be to create an effective system of education that ensures the high quality, diversity of education and its and society needs to meet individual needs. At the same time, it is natural that based on the old economic model of education is effective. Today, the socio-economic forecasting of the development of professions is awarded on strategic planning based on



sufficient occupation of the education system, which takes into account the equality systems. All this requires a serious review of the teacher's position and role that forms a pedagogical process. In addition, in terms of the professional training of the upcoming teacher, it has become one of the most important aspects of having special knowledge and skills on management activities. After all, this creates conditions for the effective conduct of the education system, to regularly develop it.

Today, a significant difference is clear between the current real and actual levels of personnel training. Consequently, it is only when the pedagogical education system ensures that "lead", that is, the preparation of one step ahead professionals can justify the expected confidence. Therefore, the success of the training participate method of teaching depends on the competence of the future teacher and its management. Acquisition activity based on humanitarian principles of education should be carried out based on the goals and objectives of education based on humanitarian principles of humanitarian principles of humanitarian principles. As a product of such cooperation, the rational technology of teaching, both teaching, and the harmonious development of the individual. The joint movement of the future teacher and the student, his partnership and collaboration during the teaching process will find new forms of intersentientary communication between teachers and students, and that it will help improve the quality of education.

The cooperation of the future teacher and the student is of primary importance in the educational process. More precisely, the development of the student, its willingness to perform the assignments given depends on how students' education in the pedagogical learning is carried out in the pedagogical training process. Therefore, one of the tasks of the modern university-educator is to thoroughly managing the reader. The dialogue will have the management direction that requires the development of mutual partnership in the preservation of the entity of the joint effort.

Elements of the partisipalty are formed in the honorable management as one of the students

of the staff of the personnel. This theory has then developed to the concept of partisipational management. The ideas of the partisipast management were established in the economy of the USA economy, which pursues the maximum, maximum advanced through democratization of relations in the team. Sociologists as authors of the idea called Production Democracy are J.Koul and A.Gors. Thanks to the participation of this advice at work, workers were gradually studying the entire process of production on a corporation, and later in the entire industry.

The term "Participative Management" literally means "participation-based management" [4, 82]. The essence of the partisipalids is discussed in the modern theory of management. In this form of the worker, B.P.Vesnin, in this form of the labor administration, the worker is pleased to participate in the work of the work in this form of the worker, and the efficiency of the labor is performed with increased efficiency and the maximum opens his ability and capabilities. O.S.Vixanskiy to the employee, the worker has a natural desire to participate in the organization's activities in the organization, but at the same time his computation is out of his competence, and solvent scope. If a person is interested in various activities within the organization, he works satisfactory and works with a high quality level. The principle of active participation of workers in the process of development and adoption of decisions on the basis of B.G.Litvak is a principle; the worker added to the process of identification and implementation of methodological decisions at its level.

Predication management envisages expanding workers in the following areas for management: to provide the right to employees independent acceptance of decisions; Attracting workers to the decision-making process (collection of information necessary to decide, identify methods and methods of implementation of decisions, organization of work, etc.); to provide the right to oversee the quality and number of work done; Participation of workers in improving the activities of the entire organization, as well as in the improvement of its separate divisions; Directing the right to create working interests, depending on the workers, etc.



In management, the partisic approach is close to the concept of "Organizational Development" ("Organization Development). Its contention is that the development of the organization is fulfilled through the characteral development, while the development of the personnel requires special organizational forms and structures. The main shares will discuss the work of small groups that discuss the problems of work, seeking the decisions of the solution (people 6-9). The work in groups is aimed at increasing the collective responsibility and collective relations, which leads to an increase in efficiency. Thus, the main mechanism for the participation of workers in management is the discussion of interested problems and provide the ability to find solutions together. Because the work of small groups is based on a systematic basis, which will be the character of the new product with structural structures. In addition, the practice of collecting ideas and proposals of employees on the most important questions of the company gives good results. This can be realized by holding personnel or through problematic seminars. Another mechanism for realization of participative management is the practice of establishing inter-promotional commissions. The essence of these commissions is to discuss any of the current issues of various departments and add its own contribution to the general outcome of the group.

The differences in organizational structures are not always manifested for the partisiphatistic approach to the general management. For example, for low communities, the patristic structure does not differ from adhocracy, matrixed or normal. All differences include methods and management principles used. The idea of participation of workers in management by discussing the problems of the company and department can be used in various type structures. It is enough to organize regular meetings on development. In major organizations, not everything is different. Of course, the patristic approach can be made without any systemic changes, but it is impossible to do this at the scale of the entire organization scale of the entire organization. If the structure of the major organization is built on the participative principle, other types of organizations are different from the formation of special units. Permanent specialized

developer committees in the form of generalized structure divisions will be established for the repairs for the fee for the fee for the fee for the fee for the fee for the fee for the fee for the fee for the fee. Their activity should be fixed solid. These may include, for example, the development of the employees to monitor the development of development, which seeks and applies to implement and implement their appraisal, implementation. The main difference is that the committee is applied in other types of structures is that part of this committee is constant and released, i.e., is engaged in only the same work and does not partly involved with other positions.

In addition, the partisipow structures different, each employee in this structure has the right to join the discussion, and not only have the right to be right, but a comprehensive rehabilitation. If, for example, when the idea of linear functional structure occurs, it must contact the entire department of the department, and the leader must decide what to do later: or the offer of the offer, or more information. Should consult any of Person to obtain, or refuse to offer. In the partisipopy structure, the employee may submit the idea directly to the head of the employee or to understand how precious the idea is in the discovery process, or to learn about it that it is necessary to work again. The difference is that the partisipherent structures have a mechanism for similar discussions. Special groups run on a permanent basis, and, therefore, different ideas can be discussed without any organizational complexity. Even if the principal principal is realized in another form, any other regulation is still available, and the employee may realize very simple the right to participate in the management.

As the center of partisiplativeness, the main advantages of the partisipational approach also lies in the field of psychology: the composition of the personnel will be widely used, and the conflicts between leaders and dyers are clearly defined, "we" and They have no divisions to the "they" and do not complain to the heads, but the management is aimed at opening the artist of the management: Jehovah and his knowledge in order to solve a clear question. Could [4, Page 4). At the partisipateral style, the leader of the leader group is the observer of the group, provides the discussion of the most important



problems. He does not associate his opinion, but strives for constructive dialogue with the group. The practical benefits for this approach is not less important. In the proper organized case, the participation in the administration increases the quality of the decisions made. The more number of alternatives is considered, and more qualifications will be added to discussion, more ideas are emerging. The management partisipative style also evokes not only the connection, but also increases motivation. Much in partisipat management is built in a need to increase collective relations. As a result, the basis of motivation is set not only on individual success, but also the total result of the company's work. Accordingly, each employee is interested in participation in the management and the organization to benefit greatly.

Particular types of partisipational types of structures can be used in various organizations, regardless of the size of the industry. They can only spread the organization or a separate stage, or cover it completely. The application of them can also be done from the bottom - each stage can be done by covering one by one step and in a row. But the partisip approach of the organizations engaged in weak structure is the most result. There are no hard algorithms, and employees are very important to keep the art tone in the fields of activities that employees never perform the same task. This is primarily concerned with scientific, research, innovative, advisory activities, as well as higher education.

Required the level of interaction of the educational process in higher education, first, for the production of the educational process, fourth effective efficiency to solve the personal qualities of teaching's, the maximum effective. The application ensures the increase in the quality of management. The ideas of pedagogical approaches were first introduced by the research of the partisipology E.Yu.Nikitina (O.Yu.Afanasyeva, I. V. Kasyanova, I. A. Kravchenko, E. B. Ploxotnyuk, M. B. Smirnova et al.) widespread in the search. [3]

From the above, through the partisip approach, each student is taken into account through a problem with a specific social and professional pedagogical task; Tips, the future to seek an agreement between the future teacher and teacher; targeted, systemic efforts to determine

the identification and combination of all students; making a joint decision; effective transfer of rights; Determination of problems and taking appropriate measures; The ability to create appropriate conditions and relations, as well as serving as a mechanism to improve cooperation between teachers and students.

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