

Pedagogical Basis of Formation of a Management Culture in the Process of Professional Training

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ABSTRACT: The article examines the pedagogical aspects of the formation of managerial culture in the process of professional training of future managers in higher education. The article analyzes the opinions of experts who have conducted research in this area. Management definitions have been critically revised.

KEYWORD: management, professional training, management culture, manager, leadership, self-government.

Today, economic development in our country has reached a new level of quality. The rapid pace of development requires a high level of management culture that is the foundation of a new economic mentality. Society is more than ever in need of people who are creative, enterprising, independent, able to successfully realize their potential in a market economy and responsible for its results.

The professional level of a specialist in the field of management should meet the scientific, practical, informational, technological, ethical and cultural needs of modern society, in other words, he should be a specialist with a high management culture.

The task of forming a culture of governance requires the development of new developments in the field of professional training in connection with the realities of local socio-economic, cultural, ethno-demographic economic practices that meet the national interests of the country in the era of globalization.

Training modern managers places another responsibility on the education system. Because any mature staff is the fruit of an effective education system.

Educational activities in the study of events focus on identifying the content of relevant concepts. Each science reflects its research topic in concepts and categories, without which it is impossible to build a theory that explains the truth. Education should have a conceptually interconnected system that is reflected in the terminological apparatus, rather than a set of different concepts. In recent times, this problem has become very relevant, as the emergence of many new concepts and terms, the lack of regulation of this process, the lack of its own theoretical and conceptual apparatus in management has created various confusing situations. The dialectic of knowledge is that any new knowledge emerges in the shell of old concepts that we need to explain new concepts.

One of the concepts that contribute to the explanation of modern processes that occur in management is the “managerial management culture”. This concept does not yet have a relevant scientific

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understanding, so we will first try to justify the necessity and possibility of using it in management theory, consider important features, and finally identify the components of a manager's management culture as a product of these.

To define the concept of "managerial management culture", let's look at the semantic field of its components.

One of the components behind the concept of "managerial management culture" is the term "manager".

Managers (English manager - manager) - specialists in management in modern production conditions (heads of enterprises, firms, organizations, various managers).

The word "management" is a commonly used term in English. In V. Collins' dictionary, the word has two main meanings: the management process; a group of people who make up the management process.

In the basic Oxford English Dictionary, management is defined as a way of working with people, power and management art, a specific type of skill and administrative skill, a governing body, an administrative unit.

In the foreign literature, management is understood as an organizational and psychological method of personnel management. In some sources, the word "management" is translated as "a set of principles, methods, tools and forms of production management in order to manage production, increase production efficiency and profitability."

Compared to the concept of "management", the terms "leadership", "team management", "production management" are specific. The modern practice of using the term "management" in scientific terminology encompasses three main meanings:

- human management process in organizations;
- management sciences;
- Governing body and its founders.

E.A. Utkin management believes that "this is a special type of professional activity aimed at achieving optimal economic results by an enterprise operating in a market environment based on the application of different principles, functions and methods of socio-economic management" [1].

According to Averchenko, from a psychological point of view, management is the process of leadership by people, taking into account the basic ideas about human behavior and attitudes. [2]

In the literature on management, the term is interpreted in a more diverse sense. But there are no contradictions between the different definitions of this concept, they complement and concretize each other.

V.V. According to Glukhov, the term "management" is extremely difficult to understand. It defines a function, but the people who perform it also represent a social and formal position, as well as a field of academic discipline and research. O.S. Vikhansky and A.I. Naumov noted that within the organization, the manager's management activities are built in accordance with the management functions, which in their overall scope reflects the specifics of management work, its content, order and systemic integrity. In this regard, the authors distinguish the following types of management activities: information-analytical activities; motivational-targeted; planned prognostic; organizational and executive; monitoring and diagnostics; regulator and corrective.

These types of management activities are carried out at each stage of the formation and development of the organization and reflect the inter-subjective influence of the manager on the management of the organizational team.

According to Mukhin, it is necessary to introduce a definition that corresponds to the essence of management: it reflects both the purpose of management activities, the development of the management movement and its implementation: the effective achievement of the goals of the system as a whole.

Thus, it is clear that the manager's activity is described as polysubjective, the manager acts firstly as a subject of educational influence in interaction with the person he is managing, and secondly, he considers himself personal and professional. the subject of development (self-development), thirdly - the subject of formation and development of the team he leads, and fourthly - the relationship with the leadership of the organization.

S. D. Reznik and his colleagues pay close attention to the factors of manager success and consider the types of personal management as a science of personal self-management. "It's not just the leader's job to organize," they said.

G. M. According to Andreeva, for a person, self-government is the solution of questions about what and how to do; it can be focused on the long-term perspective: choosing a way of life, setting goals for self-improvement, concretizing the ideas of self-education, developing the necessary way of working. Self-management is the achievement of a goal that is closely linked to the ability to solve problems in the near future and to adjust one's behavior in changing circumstances.

Another level of management that we mentioned above is that management activities in a team are directly related to the manager.

The manager manages the team and manages the staff throughout his career. A.Ya. Kibanov discusses issues that are important to managers for personnel management: planning work with employees, the organization of personnel management and its development, technologies for managing personnel behavior, evaluation of the organization's employees.

B. V. Glukhov emphasizes the importance of the necessary leadership style, which is developed under the influence of personal qualities, practical experience, teaching and self-education of the leader in the implementation of management activities in the team.

In conclusion, the culture of management, on the one hand, is a characteristic of the individual (the inner side), on the other hand, it has an external appearance, which manifests itself in the process of management. Activities. Professional knowledge, skills and abilities, personal qualities allow the future manager to carry out effective management. The level of management culture of the future manager plays an important role in the system in which he operates.

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