

ETHNOPEDAGOGICAL APPROACHES TO MERITOCRACY IN THE MANAGEMENT OF PRESCHOOL EDUCATIONAL ORGANIZATIONS

Khasanova Marguba Safar kizi - Senior Lecturer at the Department of Psychology and Preschool Education of the International Nordic University. Preschool education specialist with a degree in International Teaching. ORCID.org ID: 0009-0007-3407-1439

Abstract. This article analyzes the importance of meritocracy management of preschool educational organizations. Meritocracy is the principle of appointing leaders based on knowledge, experience and professional qualifications, which serves to improve the quality of education and management efficiency. The article discusses the advantages of meritocracy in the management of preschool educational organizations, its role in combating corruption and nepotism, as well as recommendations for creating transparency and fair selection systems. It is emphasized that by introducing meritocracy management, it is possible to create conditions for the professional development of teachers and improve the quality of education.

Keywords: Meritocracy, preschool education, management, transparency, fair competition, fight against corruption, personnel policy, pedagogical competence, quality of education, innovative management.

Introduction

Preschool educational organizations (PEO) are an important link in the development of society, creating the basis for the intellectual, physical and social development of children. Effective management of this system is a guarantee of quality education and upbringing. In this regard, a management system based on the principles of meritocracy makes a significant contribution to the development of PEO activities. This article analyzes the importance and advantages of managing PEOs based on the principle of meritocracy.

The concept of meritocracy and its role in management

Meritocracy is the principle of appointing or promoting people to positions based on their level of knowledge, experience and qualifications. Such an approach leads to the following results in the preschool education system:

1. Selection based on professional qualifications and experience - the most suitable specialists are appointed to leading positions, which increases the quality of the educational process.
2. Professional views above personal interests - leaders and teachers strive to continuously develop their professional skills.
3. Transparency and fairness - selection processes, promotions or reward systems are based on clear and fair criteria.

Advantages of meritocracy in the management of MTT

Management based on the principle of meritocracy contributes to improving the quality of MTT in the following aspects:

1. Selection of high-quality personnel
 - Through a meritocratic approach, knowledgeable and experienced specialists are selected for leading positions.
 - Attention is paid to the professional development of teaching staff.
2. Improving the quality of education
 - If the knowledge and experience of leaders and teachers are high, the quality of education will increase accordingly.
 - The use of innovative methods is encouraged.
3. Elimination of corruption and nepotism
 - As a result of appointing only worthy candidates to positions, nepotism and corruption will decrease.
 - Fair criteria are introduced in hiring and distribution of positions.
4. Increasing the motivation of teachers
 - Each specialist believes that his work is appreciated, as a result of which labor productivity increases.
 - An environment for professional growth and development is created.

Recommendations for management based on meritocracy

To implement the principles of meritocracy in practice, the following measures should be taken:

1. Introducing a transparent system for selecting leaders and teachers
 - Conducting selection processes openly and fairly.
 - Forming a system for objectively assessing the knowledge and experience of candidates.
2. Developing personnel development programs
 - Organizing regular refresher courses for teachers and leaders.
 - Teaching innovative teaching methods and management technologies.
3. Forming an incentive system based on work results
 - Introducing a result-based incentive system for teachers' achievements and the quality of education.
 - Monitoring labor activity in order to increase responsibility for work.
4. Introduction of digital technologies and automated systems
 - Digitization of recruitment, certification and monitoring systems.
 - Creation of open platforms to ensure transparency in recruitment processes.

Conclusion

The introduction of a management system based on the principle of meritocracy will serve to improve quality, increase efficiency and reduce corruption in preschool educational organizations. As a result of the appointment of the most suitable specialists to leadership positions, children will receive quality education. Therefore, strengthening meritocracy in the preschool education system should be one of the priority areas of state policy.

Adabiyotlar ro'yxati:

1. Khasanova, M. (2024). THE ROLE OF ETHNOMUSICOLOGY IN PRESCHOOL EDUCATION: CHALLENGES AND SOLUTIONS IN MUSICOLOGY. *Nordic_Press*, 5(0005).
2. Khasanova, M. (2024). USING MODERN INNOVATIVE INFORMATION TECHNOLOGIES IN PRESCHOOL EDUCATION. *Nordic_Press*, 3(0003).
3. Khasanova, M. (2024). The Development of Education in Central Asia During the Jadid Period (On the Example of Preschool Education). *Nordic_Press*, 3(0003).
4. Xasanova Marguba Safar Qizi (2024). MUSTAQILLIK YILLARIDA O'ZBEKISTONDA MAKTABGACHA TA'LIM TIZIMINING RIVOJLANISH TENDENSIYALARI. *Eurasian Journal of Academic Research*, 4 (7S), 412-414. doi: 10.5281/zenodo.13291832
5. Iriskulovna, Y. X. Trends in the Development of Primary Education in Uzbekistan during the Years of Independence. *Russian Education & Society*, 61(3), 250-265.