

Value Foundations of the Management Approach to Personality Education

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Abstract: The article examines conscious education, which is based on the management of the pedagogical process. The author analyzes the problem of management activities, which contributes to the development of society and personal education, achieving goals as a pedagogical value. The author identifies the problem of mastering the art of managing the educational process of students, which is an important pedagogical value.

Key words: management, value, development, education, personality.

Introduction:

Education acts as a process of conscious, purposeful management. The process itself is subject to the education of the individual, his upbringing, socialization, socio-cultural development, equipping with knowledge, mastering the skills of cognitive and professional activities. It is impossible to solve these problems without specially organized management. Therefore, personality education as a social need needs to be managed. Management is an instrumental value with the help of which it is possible to organize the effective satisfaction of the educational needs of the individual and society. In pedagogy, management is most often considered as the interaction of the controlling and controlled subsystems of the pedagogical process to achieve an educational goal. Of particular value in management activities is its cultural aspect. We are talking about management culture of not only pedagogical, but also socio-cultural value [3,1415].

Literature review:

V.A. Slastenin et al. The values of management culture include: values-goals that reveal the meaning and meaning of the goals of pedagogical education management; values – knowledge that reveals the meaning and meaning of methodological principles and methods in educational management; values – relationships that reveal the cultures of managerial interaction between participants in the educational process; values-qualities that characterize the quality of participation of subjects in the management process, the specifics of their interaction, the creative element introduced into the management algorithm, which represents a management value [5,230].

Discussions:

The managerial approach to personality education is based on certain value foundations that determine its specificity and focus. Its effectiveness depends on the compliance of the level of management culture with the latest achievements of management science.

Let's consider the main ones:

1. Personality-oriented paradigm:

- Recognition of the uniqueness and self-worth of each individual.

- Providing conditions for self-realization, self-actualization and self-development of students.

- Orientation of the educational process to the needs, interests and capabilities of the individual.

2. Humanistic values:

- Respect for human rights and freedoms, his dignity.
- Creating a comfortable psychological atmosphere, support and cooperation.
- Formation of responsibility, morality, empathy.

3. Democratic principles:

- Providing equal opportunities for education.
- Respect for pluralism of opinions, dialogical interaction.
- Involvement of all participants in the educational process in management activities.

4. Systematic and integrated approaches:

- Consideration of the educational system as an integral object of management.
- Integration of various components (personnel, material, methodological, etc.).
- Taking into account the relationship and interdependence of all elements of the system.

5. Professionalism and competence:

- Focus on quality, efficiency and management efficiency.
- Development and implementation of scientifically based management decisions.
- Advanced training and continuous improvement of management personnel.

6. Innovation and adaptability:

- Receptivity to innovations, readiness for change.
- Development and application of modern management technologies.
- Flexibility, ability to quickly adapt to changing conditions.

The implementation of these values in the management approach to personal education allows us to ensure its compliance with the current needs of society, the state and the students themselves.

Increasing the effectiveness of management culture, as a pedagogical value, is associated with the organization of the management process, namely: with the introduction of students to the cultural values of education and management activities; consideration of education as a process of shaping the cognitive needs of students, which is associated with the consumption of cultural values; consideration of the process of managing the professional education of an individual as a dialogue of cultures, the organization of management based on a careful selection of educational values, their inclusion in the structure of the individual; guiding values in everyday life.

Mastering the art of managing the educational process of students is an important pedagogical value. The value of the art of management is manifested: firstly, in the culture of communication and interaction between participants in the educational management process; secondly, the ability to see a management problem and choose the optimal means of solving it; thirdly, to reveal the connections between the management process and the solution of educational problems; fourthly, to subordinate the management of education to the formation of cognitive needs [4,130]. Consequently, the management approach acts as a value, principle and way of organizing the pedagogical process of personal education. Its value lies in the functions performed in education, which include: a goal-setting, prognostic function that predetermines the receipt of management results; organizational, including the organization and management of the process of personality education; value-oriented function associated with the choice of means to achieve management goals; information and communication function, including the choice of information, means of its transmission, communicative means of orienting students to key competencies of cognition and professional activity; integrative function, including managerial interaction between participants in the

pedagogical process; evaluative-corrective function. Evaluation is an important component of axiology. Correction is a necessary condition for achieving the management goal. Comparison of results for the purpose of management is one of the elements of management. This function characterizes the value of management activities in the education of an individual.

Conclusion:

Considering that culture in itself is valuable, education, subordinated to the mastery of cultural values, requires a value-based approach that requires taking into account that values are the core of culture, and culture is the content of education; the values of material and spiritual culture satisfy the cognitive and educational needs of the individual; education acts as a controlled process to satisfy cognitive and other educational needs; management, management approach act as instrumental values of personality education.

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