



THE NEED FOR KAIZEN TECHNOLOGY IN THE PROCESS OF TRANSFORMATION OF HIGHER EDUCATION

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ABSTRACT *This article provides a scientific analysis of the development of management culture among future teachers in the context of higher education transformation in a modernizing society. Particular attention is given to the essence and application of Kaizen technology in the educational process. The study also presents practical examples and effective solutions for developing management culture. The findings indicate that this approach contributes to improving the quality of education.*

KEYWORD. *Education, educational transformation, management culture, future teachers, innovative approach, Kaizen technology, continuous development, educational effectiveness*

INTRODUCTION. Today, the acceleration of globalization and digitalization processes creates the need for a radical renewal of the education system, along with all spheres of society. In particular, the transformational changes taking place in the higher education system require a review not only of the content of education, but also of the professional and personal competencies of pedagogical personnel.[1] In this regard, the development of the management culture of future educators in the conditions of modern society is emerging as one of the urgent scientific and practical problems. In the process of transformation of higher education, a teacher is required not only to have excellent knowledge of his subject, but also to have such skills as effective organization of the educational process, management of student activities, and proper orientation of the social environment.[2] This requires the formation of a management culture. Practice shows that in most cases, this competency is not sufficiently developed in future



educators, which negatively affects the effectiveness of education. The use of modern pedagogical technologies is of great importance in solving this problem.

One of these is Kaizen technology, which is based on the principles of continuous improvement, gradual development and self-analysis.[3]

Through this approach, future teachers have the opportunity to systematically form not only professional knowledge and skills, but also elements of management culture. Therefore, in the context of the transformation of higher education, it is important to develop a management culture in future teachers.

RELEVANCE OF THE PROBLEM. Scientific study of the issue of developing management culture based on Kaizen technology, development of its theoretical foundations and practical mechanisms are of great importance. This article is devoted to the analysis of this urgent problem.

In the context of the transformation of the higher education system, the requirements for the professional training of future teachers are changing radically. The modern educational paradigm requires a teacher to be a specialist who not only provides knowledge, but also effectively manages the educational process, regulates the socio-psychological environment and can implement innovative approaches in practice. From this perspective, management culture is of particular importance as an integral part of pedagogical activity.

Management culture is characterized by the integration of the teacher's skills in planning, organizing, controlling and analyzing his own activities.[4] In the formation of this competency, it is necessary to use modern approaches, among which Kaizen technology occupies a special place. This approach is based on the principles of continuous improvement, development through small steps and regular reflection.

The use of Kaizen technology in the process of higher education primarily involves the stage-by-stage organization of educational activities.[5] For example, dividing the educational material into small logical blocks in lecture classes and consolidating students' knowledge through short questions and answers or tests after each stage gives effective results. Such an approach helps to maintain student attention, increase the level of mastery, and actively participate in managing the educational process.



The application of Kaizen technology to the process of higher education serves as an effective tool for forming a management culture in future teachers. Through this approach, students gradually acquire the skills to plan, organize, control, and analyze their activities, which will lay the foundation for achieving high results in their future professional activities.

CONCLUSION The transformation of the higher education system in the context of a changing society places new demands on the process of training pedagogical personnel. In particular, the formation of not only professional knowledge and skills in future teachers, but also an effective management culture is of great importance.[6] This process is one of the main factors in improving the quality of education, effectively organizing educational activities, and properly managing the socio-psychological environment.

The results of the study show that the approach based on Kaizen technology serves as an effective tool for developing a management culture in future teachers. Since this technology is based on the principles of continuous improvement, development through small steps, and regular reflection, students acquire the skills to consciously manage, analyze, and improve their activities.

By applying the Kaizen approach to the higher education process, it becomes possible to effectively organize training sessions, increase student activity, develop independent learning, and improve the assessment system. This, in turn, serves to train pedagogical personnel who are competitive, independent thinkers and have management competencies at the level of modern requirements.

In conclusion, in the process of higher education transformation, the development of management culture in future educators based on Kaizen technology is not only relevant, but also one of the necessary scientific and practical directions, and its widespread implementation will serve to increase the efficiency of the education system.

RECOMMENDATIONS In the context of higher education transformation, the development of management culture in future educators requires solving existing problems based on systematic and innovative approaches. In particular, the following scientific and practical solutions can be proposed based on Kaizen technology:



Firstly, it is necessary to integrate Kaizen principles into the educational process. In this case, training sessions are divided into small, logical stages, and specific goals are set at each stage. This will allow students to gradually and effectively master knowledge.

Secondly, it is important to form reflection and self-assessment skills in future educators. After each learning activity, students should analyze their level of knowledge and shortcomings. This approach develops their independent thinking and serves to form a management culture.

Thirdly, it is necessary to improve the assessment system. Instead of the traditional final assessment, it is necessary to introduce a system of regular intermediate controls, small assignments and constant "feedback". This will create the opportunity to continuously monitor and develop students' knowledge.

Fourthly, it is necessary to increase the methodological training of teachers. Teachers should have the skills to organize lessons based on modern pedagogical technologies, in particular, the Kaizen approach. This will serve to improve the quality of the educational process.

Fifthly, it is necessary to pay special attention to the development of independent learning. Creating conditions that allow students to regularly work on themselves, deepen their knowledge and plan their activities has a positive effect on the formation of a management culture.

Sixthly, it is important to create a positive psychological environment in the educational process. Encouraging students, recognizing and supporting their small achievements increases their motivation and ensures their active participation.

By implementing the above suggestions and solutions in practice, it will be possible to effectively develop the management culture of future teachers in the higher education system, train them at the level of modern requirements, and improve the quality of education.

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