

# МЕДИЦИНА, ПЕДАГОГИКА И ТЕХНОЛОГИЯ: ТЕОРИЯ И ПРАКТИКА

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## **Human factor and capital in the process of educational management**

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**Abstract:** In this article, the author has expressed various opinions about the role of the human factor and capital in today's education management process, the demand and supply for it, as well as the demand for human capital and its increase in world countries, and the focus is on them. Proposals are made regarding the covered problems and areas. Based on this, suggestions were made about the role of the human factor and capital in the future of our country, a conclusion was given, and the role of the manager in the management of education and the characteristics he should have were discussed.

**Key words:** human capital, human factor, educational programs, professional development, labor market, management, investment, discipline, leadership.

### **Introduction**

A person and his abilities, knowledge, and skills have become the main factor of the well-being of any society and the economic development of the state. Today, human capital, without a doubt, appears as a priority direction of social economic policy in Uzbekistan. Because the development of human capital is a necessary condition for the development of innovative economy, knowledge economy, investments, global information systems, the latest technologies and new forms of business. The education industry is a complex and dynamic system that involves complex interactions between various stakeholders such as students, parents, teachers, and administrators. Educational management refers to the process of planning, organizing, managing and controlling various processes related to the provision of quality education. Human factors and capital play a crucial role in the success of the learning management process.

Human capital (eng. human capital) is a collection of knowledge and skills used to meet the various needs of a person and society as a whole. Among the various characteristics that make up human potential, human capital represents the characteristics that affect the change of income, in this respect, human capital includes the knowledge, practical application and skills of the worker accumulated on the basis of special education, vocational training and production experience.

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The world's experience and practice show that the countries that have chosen investment in human capital as a priority achieve high development. For example, in developed countries, great attention is paid to investing in the full cycle of education, that is, investing in the child's upbringing from 3 to 22 years old [1].

## **Methodology**

First, the human factor in educational management refers to the human resources involved in the planning and delivery of educational services. These include teachers, support staff, administrators and politicians. On the other hand, human capital refers to the knowledge, skills and abilities that individuals bring to the educational system. The quality of human capital and educational factors play a major role in determining the success of an educational institution.

Second, the quality of human capital and the educational factor are important in developing relevant and effective curricula and learning outcomes. Teachers and curriculum developers are responsible for curriculum development and implementation in schools. They require a high level of technical and professional competence to ensure that the curriculum is relevant, effective and relevant to the needs of students, the labor market and the economy.

Thirdly, human capital and educational factor are crucial for effective education. Teachers and support staff require a high level of professionalism, dedication and passion to provide quality education to students. To ensure that students receive the highest quality education, they must be well-trained, experienced and committed to their work.

Fourth, the human factor in education is also important in creating a positive school culture that serves the well-being of students and staff. School administration should create an environment that fosters positive relationships, mutual respect, and cooperation among stakeholders. This is critical in creating a conducive learning environment that promotes academic success and emotional well-being.

Fifth, the quality of human capital and the factor of education play an important role in the effective management of resources such as finance, equipment and technology. School administrators require a high level of technical and professional competence to manage resources effectively and efficiently. They must be proficient in budgeting, financial planning, and resource allocation to ensure that the school achieves its goals with minimal waste and mismanagement.

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Sixth, the human factor in education is crucial in developing and implementing effective policies and strategies for continuous improvement of education. Policymakers require a high level of technical and professional competence to develop policies that respond to the needs and aspirations of students, teachers, parents, and society. They should have a well-informed, analytical and strategic approach to policy development and implementation.

Seventh, the quality of human capital and education is important in ensuring that students are prepared for the challenges and opportunities of the global economy. Educators and curriculum developers stay up-to-date with the latest trends and practices in education, technology, and the labor market to ensure students are equipped with the knowledge, skills, and competencies needed to succeed in the global economy. should be familiar.

Eighth, the human factor in education is also important in ensuring social and cultural diversity. Teachers and administrators must be sensitive to the cultural and ethnic backgrounds of students and create a learning environment that respects and celebrates diversity. This is important in the development of social equality, multiculturalism and social cohesion.

Ninth, the quality of human capital and the factor of education are crucial in stimulating research and innovation in education. Teachers, researchers and academics should be well trained, experienced and knowledgeable to conduct scientific research and develop innovative solutions to the challenges facing the education system. Research and innovation are important in developing students' creativity, critical thinking and problem-solving skills.

Finally, human factors and capital in education are important in facilitating the professional development and growth of teachers, administrators, and support staff. Professional development is important in ensuring that stakeholders stay abreast of the latest trends, practices and technologies in education. It helps to improve the quality of educational services and continuous improvement.

## **Result**

The role of the leader in the educational system is very important. A leader in an educational system is responsible for the development and growth of students. Leaders in this system are responsible for developing curricula, setting academic standards, and ensuring that all students receive a quality education.

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Leaders in the educational system must also provide the necessary resources for teachers and students to achieve academic success. This includes ensuring that teachers have access to the latest teaching materials and learning technologies. Leaders in the education system must also be responsible for ensuring that students have access to resources such as textbooks, computers, and other learning materials.

Leaders in the education system must foster a culture of excellence and ensure that all students are engaged and motivated to learn. This requires leaders to provide educational programs tailored to meet the needs of diverse student populations. Heads should also be responsible for ensuring that all students have the opportunity to participate in extracurricular activities such as sports, music and drama.

Leaders in the educational system must have strong communication skills. They must be able to communicate effectively with students, teachers, parents and society. Communication is key to building a positive school culture and ensuring that all stakeholders are informed about school policies and initiatives.

Leaders in the educational system must also have strong problem-solving skills. They should be able to identify and resolve potential problems within the school community. This includes issues such as bullying, academic performance and discipline. Leaders must also identify and implement effective solutions to these problems. Leaders in the educational system must also be able to inspire and motivate others. They must lead by example and demonstrate a passion for education and student success. Leaders should also recognize and celebrate the achievements of students, faculty and staff.

Leaders in the educational system should also be transparent and responsible. They should be open to feedback and willing to listen to the concerns of students, teachers, and parents. Leaders must also be responsible for the performance of the school and its students. This includes making sure all students meet academic standards and ensuring the school provides a safe and supportive learning environment.

## **Summary**

In conclusion, it can be said that the role of the leader is crucial in the educational system. Educational leaders must provide the necessary resources for teachers and students, foster a culture of excellence, and engage and motivate all



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students. Leaders in the educational system must also have strong communication skills, problem-solving skills, the ability to inspire and motivate others, and be transparent and accountable. With effective leadership, schools can provide quality education for all students and prepare them for successful futures. The human factor and capital in education are important for the success of the educational management process. Human capital and factor quality are important in curriculum development, instruction, resource management, policy development, social and cultural diversity, research and innovation, and skill development. Therefore, it is important that educational institutions invest in the development of human capital and factors to ensure that they provide quality education services that meet the needs and aspirations of students, teachers, and students and teachers.

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