



## METHODS FOR EVALUATION AND TRAINING OF MANAGEMENT PERSONNEL

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<b>Received:</b> 7 <sup>th</sup> August 2023 <b>Accepted:</b> 7 <sup>th</sup> September 2023 <b>Published:</b> 10 <sup>th</sup> October 2023	Today, there are several types of selection of a candidate for leadership and determination of his / her qualifications, one of which is the method of recommending a candidate for this or that position by senior managers. A manager who selects staff for a lower-level management position first approaches the characteristics of the person being selected based on his or her goals. In the main cases it appears in a broken form in the character of the person and is also felt in the course of his practical work. The goals and interests of a selective leader can take two forms: private goals, interests of the organization or employees

### Keywords:

**INTRODUCTION:** Today, there are several types of selection of a candidate for leadership and determination of his / her qualifications, one of which is the method of recommending a candidate for this or that position by senior managers. A manager who selects staff for a lower-level management position first approaches the characteristics of the person being selected based on his or her goals. In the main cases it appears in a broken form in the character of the person and is also felt in the course of his practical work. The goals and interests of a selective leader can take two forms: private goals, interests of the organization or employees

A leader is not an observer or an instructor sitting in a chair in his office, but a leader who takes the lead in all matters, takes responsibility and responsibility, sets an example for others in difficult times, is able to follow people if necessary, is healthy, strong and strong-willed. must be an energetic person. Management requires a leader with extensive knowledge and experience, organizational capacity, and most importantly, the ability to work with people in a multinational business but the manager is not able to examine all the features needed to determine a candidate's suitability for the position. One of the most important and urgent tasks in the education system is to work with personnel in the public education system, to constantly increase their potential. In the education system, a number of measures are being taken to form the current and future reserve of management personnel, to gradually prepare them for the intended positions, to increase the level of political, economic and spiritual knowledge. In this regard, it is necessary to deepen the values and

traditions in the public education system, in particular, to raise the spiritual and intellectual potential, consciousness and worldview of our people, especially the younger generation, to form a harmoniously developed person with love and devotion to the motherland and its people. Special attention is paid to the development of human resources

**MAIN PART:** Re-announcement of the competition must be submitted within seven working days from the date of approval of the relevant conclusion by the chairman of the commission. Re-announcement of the competition shall be made within the period specified in the decision of the commission. The competition is held in two stages: In the first stage - a test of the applicant's level of knowledge of normative and legal documents in the field of public education, IQ, EQ, managerial skills. The test can be taken on paper, online, offline. Applicants who score 55% or less of the maximum score on the test are considered to have failed the test and will not be admitted to the second stage. The competition is held in two stages: In the first stage - a test of the applicant's level of knowledge of normative and legal documents in the field of public education, IQ, EQ, managerial skills. The test can be taken on paper, online, offline. Applicants who score 55% or less of the maximum score on the test are considered to have failed the test and will not be admitted to the second stage. In the second stage - an interview is conducted to determine the theoretical and practical knowledge of the applicant. A maximum of 10 points will be awarded for the interview process. For this reason, information about the characteristics of the candidate is usually



studied by those who work with him or know the candidate well, the middle managers of the candidate directly subordinate, from whom is obtained in the form of a description, a recommendation.

In the evaluation of candidates at the Assessment Center, the following is determined: 1. Competence of the candidate. 2. Ability of a candidate to perform multiple tasks at the same time. 3. In the evaluation process, several candidates are evaluated at the same time and the following qualities of each are identified.

For example: a) Ability to work as a team b) Ability to influence others c) Ability to follow d) Participate in group negotiations to solve the problem. The decision of the commission is made in one copy. An extract from the decision of the commission is submitted to the Minister for the conclusion of an employment contract with the winner of the competition and his appointment to the post of principal, the head of the regional department for the appointment of the school principal.

The decision is sewn to the folding folder of choice. Management personnel identify the problem based on the analysis of socio-economic processes and events, identify goals, deadlines, tools and ways to solve the problem, develop possible alternatives, determine the criteria for reducing the time to save money, must be able to draw up a scheme for organizing its implementation. It may vary depending on the nature of the situation and the appearance of the situation being addressed. That is, in the presence of clear, analytical, and uncertain situations, decisions are made based on a matrix systematic plan. It has a diverse system of management decision-making that allows the manager to make specific decisions on line management in situations involving difficult problems.

The limited ability of the candidate or the inadequacy of the character traits in him, which is noted by the leader as a high indicator, for practical application. The positive trait noted by the leader is that it is a candidate-specific mask. Summarizing the above information, indeed, in many developed countries today, when appointing a candidate to a position, the recommendation obtained from his previous place of employment is important. This situation can be observed a lot in practice. One of the disadvantages of this method may be that not all information about the candidate is received or actual information is provided. A management decision is an action aimed at solving a problem situation and means choosing one of two or more options, ie a management decision is a set of interrelated goal-oriented and consistent management actions that ensure the implementation of management issues. An extract from the decision within three working days after the competition will be the basis for concluding an

employment contract with the winner of the competition and the order of the ministry on his appointment to the post of principal, or the order of the head of the regional department on the appointment of school principal.

**IN CONCLUSION:** Based on the correctness of the decision, each decision should be clear to its executors and clear to whom it is intended. Short clear decisions are made in order to save time working with information on the brevity of decisions. A manager may not assign assignments to his subordinates without a clear indication of the timeframe. Operational decisions can be made in a minute, that is, when the development situation requires. The organization and execution of decisions is a specific activity of the leader who completes the cycle. At this point, the leader must take into account that he is organizing the work of other people, not his own work. Decisions of organizational management become law after they are formalized in the form of an order or decree. The main task of the manager is to ensure control over the implementation of such a decision. Analysis and results. Criteria for evaluating a leader's performance in the United States include: 1) improvement of efficiency, practicality of performance or quality of service, including a significant reduction in the volume of paperwork; 2) cost savings; 3) timely fulfillment of duties; 4) the effectiveness of other indicators of quality and practical implementation of the duties of subordinates of senior management. The professional performance of managers is assessed as successful, satisfactory and unsatisfactory. The disadvantage of this method of assessment is that it is a subjective approach to monitoring the performance of employees, and the controlling body sees and evaluates this or that action.

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