

**IMPROVING THE MECHANISMS OF EDUCATIONAL WORK IN
UNIVERSITIES (ON THE EXAMPLE OF THE TRAINING COURSE
"METHODS OF EDUCATIONAL WORK")**

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ABSTRACT

A higher education institution (HEI) is an educational institution established and operating on the basis of the legislation of the Republic on Education, having the status of a legal entity and implementing educational programs of higher professional education in accordance with a license. The main tasks of a higher educational institution are: 1. meeting the needs of the individual in intellectual, cultural and moral development through higher and (or) postgraduate professional education; 2. Development of sciences and arts through scientific research and creative activities of scientific and pedagogical workers and students, the use of the results obtained in the educational process; 3. training, retraining and advanced training of workers with higher education and scientific and pedagogical workers of higher qualification; 4. formation of students' civic position, ability to work and live in the conditions of modern civilization and democracy; 5. preservation and enhancement of the moral, cultural and scientific values of society; 6. dissemination of knowledge among the population, raising its educational and cultural level.

KEYWORDS: *Method, Forms, Education, University, Purposefully, Society.*

INTRODUCTION

Higher educational institutions are independent in the formation of their structure, with the exception of their branches, unless otherwise established by federal laws. The status and functions of the structural subdivision 8 of the higher education institution are determined by the charter of the higher education institution or in the manner prescribed by it.

Education is one of the leading concepts in pedagogy. In the course of the historical development of society and pedagogy, various approaches to understanding this category have been determined. First of all, there is a distinction between education in the broad and narrow sense of the word. Education in a broad sense is presented as "the totality of the formative impact of all social institutions that ensure the transfer from generation to generation of accumulated socio-cultural experience, moral norms and values." In this sense, education is identified with socialization. Education in the narrow sense is considered as a specially organized activity of teachers and pupils for the realization of the goals of education in the conditions of pedagogical

progress. In her opinion, N.E. Shchurkova, education is “the process of introducing a child into the context of universal culture, acquiring the ability for a child to live at the level of culture, recreate its achievements and create new material and spiritual values.”

In the definition of education given by A.V. Mudrik: “Education is a relatively meaningful and purposeful cultivation of a person, more or less consistently contributing to the adaptation of a person in society and creating conditions for his isolation in accordance with the specific goals of the groups and organizations in which it is carried out " [one]. Thus, by upbringing, we mean behavioral skills transmitted by the family, teachers, environment, manifested in public life, transmitted from generation to generation. Education is a directed activity of teachers and pupils for the realization of the goals of education in the conditions of pedagogical progress. According to the definition of Slastenin V.A., educational work is a pedagogical activity aimed at organizing the educational environment and managing various types of activities of pupils in order to solve the problems of harmonious development of the individual [3].

The purpose of educational work is to create conditions for the active life of students and graduate students, for civic self-determination and self-realization, for the maximum satisfaction of their needs for intellectual, cultural and moral development. Achieving this goal is possible if the following tasks are successfully solved:

- formation of a worldview and a system of basic values of an individual;
- introducing students to universal moral standards, national foundations and academic traditions, educating students and graduate students in the spirit of university corporatism and solidarity, professional honor and scientific ethics;
- ensuring the development of the personality and its socio-psychological support, the formation of personal qualities necessary for effective professional activity;
- education of the inner need of the individual for a healthy lifestyle, a responsible attitude to the natural and socio-cultural environment. Successful solution of the set tasks allows to provide conditions for the formation and self-realization of a student, a future specialist with a worldview potential, high culture and civic responsibility, possessing the abilities for professional, intellectual and social creativity [4].

It is necessary to highlight the functions of educational work:

The first function is organizational. Any form of educational work involves the solution of an organizational problem. Both the teacher and the students can act as organizers. The organization of the case reflects a certain logic of actions, the interaction of participants. There are generalized methods for organizing various forms of educational work that have become traditional and are used by many teachers (conversations, collective creative activities, competitions, dramatizations, etc.).

The second function of the form is regulatory. The use of one form or another allows you to regulate both the relationship between teachers and students, and between children.

1. The third function is informative. The implementation of this function involves not only one-sided communication to students of a particular amount of knowledge, but also the actualization of their knowledge, an appeal to their experience.

2. The form of educational work can be defined as the main component of the organization of the pedagogical process that regulates the relationship between teachers and students. By the number of participants, the forms can be:
3. • individual (teacher-student);
4. • Group (teacher-group of students). Group forms of work include creative groups, self-government bodies. In these forms, the teacher manifests himself as an ordinary participant or as an organizer. The main task of the teacher, on the one hand, is to help everyone express themselves, and on the other hand, to create conditions for obtaining a tangible positive result in the group, significant for all members of the team.
5. The influence of teachers in group forms is also aimed at the development of humane relationships between students, the formation of their communication skills. In this regard, an important tool is an example of a democratic, respectful, tactful attitude towards the children of the teacher himself.
6. Group work also includes pair work of students. Individual form of educational work. It does not imply direct contact with other students and, in its essence, is nothing more than the independent fulfillment by students of the same tasks for the entire group. Individual forms of work include: conversation, consultation, exchange of opinions, implementation of a joint assignment, provision of individual assistance in a specific work, joint search for a solution to a problem, task [5]. Educational work is divided into the following areas:
 7. 1. Civil-patriotic education of students, including local history, military-patriotic, social-patriotic, heroic-patriotic, sports-patriotic education.
 8. 2. Patriotic education, aimed at the formation of patriotism as a personality trait, manifested in love for one's Fatherland, readiness to serve one's Motherland. Patriotic education accompanies the process of including students in active creative work for the benefit of their university, city (village), Motherland.
 9. 3. Legal education, which consists in the formation of legal knowledge among students, a responsible attitude to the observance of laws, the unity of legal consciousness and behavior. It is important to bring the requirements of legal norms to the consciousness of students, to ensure that these requirements acquire personal meaning for them, become a guide in everyday behavior [9]. The main task of the state policy in the field of education is to educate a patriotic citizen, inspired by the ideals of goodness and social justice.

In the process of civic-patriotic education of student youth, it is important for teachers to be able to expand their interests, to show the relationship between the activities of one person and the life of all people, the whole country.

2. Spiritual and moral education of a student should form in the younger generation a correct understanding of ethical values, a correct vision of the fundamental role of the family in society, devotion to the ideals of goodness, justice, mercy and patriotism. The implementation of spiritual and moral education is possible in the following aspects:

- Cultural and historical (based on examples of national culture);
- Moral and ethical (in the context of the moral doctrine of man, the purpose of his life);

- Ethno-cultural (based on national traditions and customs of the people).

3. Modern information technologies and telecommunications have significantly expanded the capabilities of a person in his intellectual, professional and personal development. However, having become a powerful means of cognition, transformation of the world and the person himself, information technologies at the same time have become the most serious threat for him.

At present, the problem of information and psychological security has become before society. In this regard, one of the urgent tasks of modern teachers is the protection of the psyche of young people by forming their information culture.

4. Formation of a healthy lifestyle of students, involvement in mass physical education and sports. Today, a healthy and educated person is a national priority, therefore the most urgent of the problems of educational work is the problem of forming a healthy lifestyle for students. It is necessary to promote a healthy lifestyle in the university, as many students do not know how and do not strive to be healthy. Measures aimed at preventing the use of alcohol, tobacco, drugs among young people and promoting a healthy lifestyle should not be single measures, but be an integral part of long-term programs aimed at shaping safe and responsible behavior of the younger generation.

5. Environmental education is a decisive factor in ensuring environmental safety and improving people's health. The most effective forms and methods of work in the field of environmental education are as follows:

- Research activities to study the nature of the native land;
- Practical activities for nature protection: participation in its improvement. • study of the history and culture of the native land [4].

6. Labor education, this type of education helps to consolidate the foundations of vocational knowledge, skills and abilities; the need to work; professional orientation of students. An important component of it is economic education, which prepares pupils to enter into socio-economic relations that exist in modern society [9].

Thus, educational work is a pedagogical activity aimed at organizing the educational environment and managing various types of activities of pupils in order to solve the problems of harmonious development of the individual.

Educational work performs the following functions:

1. organizational;
2. regulatory;
3. Informative.

Educational work is also divided into the following areas:

1. Civil and patriotic education;
 2. Spiritual and moral education;
 3. Modern information education;
 4. Formation of a healthy lifestyle for students;
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5. Environmental education;

6. Labor education.

Currently, there are a large number of classifications of upbringing methods, in our work we will focus on the classification of G.I. Shchukina. With the help of the methods included in the classification, students form their views, beliefs, feelings, emotional experiences. Educational work rarely brings positive results if students are indifferent to pedagogical influences. Let us consider the essence and significance of the methods that are most often used in the purposeful process of education in an educational institution.

1. Explanation is a monologue presentation of the essence of any idea, position, law, position, etc. The method is used in free conversation, in dialogical communication with students, in discussions, at lectures.

2. Persuasion is a method of education that is used to form a meaningful and accepted point of view by students on various issues: norms and rules of behavior, relationships, value orientations, views.

3. Persuasion - this is political instability, moral and aesthetic uncertainty, pluralism in the approach to values give rise to a great disparity in views, judgments, assessments, tastes, often clearly erroneous or negative. In all such cases, it is appropriate to rely on the method of persuading or reorienting students, changing their position, moral norms and rules of conduct. This method must be applied correctly, without exerting pressure, and at the same time persistently and decisively.

4. Tip - this method is quite popular in educational institutions and is easy to use. Teachers rely on their pedagogical and life experience and seek to pass it on to students through advice.

5. Pedagogical requirement - in working with students there are situations when there are any violations in their behavior, in relationships with each other, with other people, or they commit unseemly acts. The demand method can perform a stimulating function and act as a task, but it can also play the role of a kind of brake. The demand can be made in direct and indirect form. Direct demands are made in a businesslike, resolute tone, they are most often laconic in nature, they show the authoritarian position of a teacher or any other organizer of education. Indirect requirements have a more detailed form - instructions, advice, requests. A pedagogical requirement can be presented to an individual student or a training group.

6. Public opinion - is formed along with the development and formation of the team and functions in it, being a method of team influence on the personality of the student. Public opinion accumulates demands, value orientations, decisions worked out collegially in a particular team. This method, as a rule, plays a significant role in the life of students, determining their actions, actions, judgments. It performs evaluative, limiting and stimulating functions.

7. Example - the method of example periodically in an unobtrusive form is used in the educational process. Most often, this method is used for the professional development of trainees. It is used to evoke high feelings among students, to determine a noble goal - the prospect of "with whom to do life." eight.

Assignment and task - can be individual and group, temporary and permanent. According to the content, assignments can be organizational, educational, scientific and political, labor, aesthetic, sports, moral and ethical, environmental, patronage.

Assignments and tasks must:

- be of public value;
- be specific and understandable;
- take into account the interests, opportunities and social needs of trainees;
- Gradually become more complex;
- be not episodic, but consistently systematic.

9. Exercise - is used to form and consolidate the skills and habits of a culture of behavior, moral and ethical qualities. Teachers use this method to correct existing habits, skills, qualities.

10. Competition - in the Soviet system of education and upbringing, it was used as a means of achieving better results in work, sports, and other activities of trainees, while the most important task was to form relations of friendliness, mutual assistance, and correct competition. In modern conditions, competition can be used to solve a number of pedagogical problems:

- achieving higher performance in work, sports, artistic and other activities;
- Development of creative cooperation between trainees or groups of trainees;
- Formation of entrepreneurial spirit, personal initiative and activity, striving for success by worthy moral means; • awakening interest in some "boring" but necessary activities; • development of organizational and other skills.
- The competition may have individual and group forms, be episodic or long-term.

11. Method of stimulation - includes a group of methods: approval, condemnation, control, self-control. Currently, individual research teachers and lecturers deny the expediency of using encouragement (approval) and especially condemnation (punishment) in educational institutions. Approval method - indicates a positive assessment of the activity and can be used in the form of praise, gratitude, awarding a diploma or a valuable gift, an article in a newspaper, a photo on a stand of honor, etc. The method of condemnation - a negative assessment of activity, behavior is expressed, the use of this method causes negative feelings among the trainees. It can be implemented in the form of a remark, explanation, persuasion, discussion at a meeting, reprimand, expulsion from an educational institution. When referring to the methods of approval and condemnation, it is advisable to take into account the following pedagogical requirements: rely on the best aspects of the student's personality, have a team as an ally, know the students well and apply the methods individually and correctly, do not abuse them in relation to the same students, take into account natural moral consequences resulting from the application of the methods. The method of control is used to check the progress or results of the activities and actions of trainees, their fulfillment of assignments and tasks. This method can be expressed in the form of a conversation, observation, a report at a meeting, a reminder, a written order with an assessment of activities, testing. Method of self-control - applied to oneself to stimulate or test one's own development and education. The forms of its expression are: reflection, self-

observation, self-order, reflection, testing. The method of self-control plays an important role in moral, aesthetic, social, intellectual development and self-education, personal improvement. A more successful application of educational methods is helped by a high speech culture, the presence of organizational skills and abilities of teachers, as well as the students' own activity.

Some methods of education are short-term action, short-term pedagogical effect.

Other methods are long-term use, long-term pedagogical influence (competition, assignment, exercise).

Methods of education are multifunctional. This means that the same method can contribute to the formation of different qualities, properties, relationships, that is, obtaining different results.

Thus, the variety of methods and forms of organization of educational work allows the teacher to apply them to achieve the goal that the teacher puts forward, the pedagogical situation, the internal state of the subjects of educational work. Forms of organization of educational work give a positive result only in the complex. There are no bad or good forms, any of them is good only in the hands of a competent teacher who can use them correctly.

Methods of organizing educational work require from the organizers of educational work their knowledge and an individual approach when choosing methods. The same method can have a different effect on the personality of different trainees. And at the same time, the desired result can be obtained by relying on different methods. The success of educating students and the educational process as a whole largely depends on the knowledge of methods and their professional application. For the successful organization of educational work, it is necessary to take into account the main groups of methods for organizing educational work: the formation of a positive experience of behavior; formation of public consciousness; activity stimulation. Only in a complex educational work ensures the formation of students' worldview, active life position, social behavior skills and the foundations of morality.

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