

Modern Conflicts in Preschool Educational Organizations and Causes Causing Them

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Abstract: The article describes modern conflicts in preschool education organizations and their causes.

Keywords: vertical and horizontal, antagonistic, compromise, potential, ethnic, emotional-emotional, economic inequality, service inequality, nationalism, gender inequality.

A conflict situation in preschool education organizations is a phenomenon that creates a real conflict between social subjects. The main sign is the fact that the subject of the dispute has arisen, but for now there is no open active struggle. That is, during the development of a conflict, a conflict situation always occurs before the conflict, which is its basis.

Conflicts are one of the most urgent social problems of our time, and there are several reasons for their origin. Circumstances giving rise to conflicting situations:

- 1) according to the direction of influence: vertical and horizontal;
- 2) according to the method of conflict resolution: antagonistic and consensual conflicts - compromise;
- 3) according to the degree of manifestation: open, hidden, potential, reasonable;
- 4) according to the number of participants: intrapersonal, interpersonal, intergroup;
- 5) according to the nature of origin: national, ethnic, inter-ethnic, production, emotional-emotional.

A.I. In his research, Shipilov identified conflict situations and ways of finding solutions, as well as the causes, structure, and functions of conflict situations as the main signs of conflicts. The author studied the methods of analyzing conflict situations.

As a result of the analysis of several studies, it can be said that conflicts between different levels of groups in preschool education organization, that is, between leaders and subordinates or between management and workers, are examples of vertical conflicts. Horizontal conflict occurs between different groups at the same level of hierarchy in an organization.

Based on the analysis of the concept of conflicts in pre-school educational organizations, the modern manifestations of various social problems that plague our society can be seen in the following picture.

Economic inequality: An example of this is the conflict arising from protest over the creation of appropriate conditions for the payment of wages and material incentives for the work of

employees of pre-school educational organizations. Such conflicts include disparities in the organization's economic capabilities and limited opportunities for some employees, creating a dynamic of conflict development.

Inequality of service: Involvement of employees of preschool educational organizations in work not related to official duties, forced labor, including district and urban improvement and greening, seasonal agricultural work and other types of work, meetings and Examples of this are conflicts arising from involvement in other activities not related to professional activity, organization of mandatory subscription to printed publications. Such disputes require compliance with the procedures defined in the normative documents that determine the team's activities.

Nationalism: Conflicts arising from the fact that employees of pre-school education organizations are from different regions and villages, nationality, language, religion, and traditions can be an example. Such conflicts challenge the status quo by demanding equal rights and opportunities among employees and require a change in the organizational environment.

Gender Inequality: An example of gender equality conflicts is the equal status of men and women in pre-school education organizations. Women working in the community demand accountability and solutions to sexual violence and aggression, or gender-based power imbalances.

Modern conflict management in pre-school education organizations listed above is important in finding solutions to several problems that plague our society, including protecting the rights of pedagogues in pre-school education organizations.

The fact that it is not possible to fully convey the rules and laws of vertical conflict management in the training courses of directors of preschool educational organizations through the educational module of management psychology, the need to improve the conflict resolution skills of directors by introducing special courses and trainings for directors puts

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