

Vertical Conflict Management in Preschool Education Organization in Practice

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Abstract: The article analyzes the practical situation of vertical conflict management in preschool education organization.

Keywords: vertical disputes, the status of a pedagogue, material damage, moral damage, commission of labor disputes, labor code.

As we know, vertical conflicts occur between two or more parties in preschool education organizations. The director of each pre-school education organization should create quality and informal conditions for the students in the educational process by properly planning their work and meet the demands of the parents of the students. Vertical conflicts refer to conflicts between the principal and his subordinates in a preschool education organization.

In preschool educational organizations, vertical conflicts are a natural process that can occur due to miscommunication and misunderstanding between the director and staff. However, the director must know the approaches and principles of conflict management, recognize the conflict as a part of his activities, and know the relevant regulatory and legal documents in the field to prevent the conflict, and draw up local documents in the organization to regulate labor relations.

Saida Mirziyoyeva, head of the branch of the Presidential Administration, said, "Unfortunately, the teachers teaching our children have been without rights, defenseless, and worthless for years. They were used as gardeners, cleaners, waiters serving the commissions that came to the school, "massovka" filling empty halls at boring events, mandatory subscribers to press publications, night duty and school guards," he wrote.

Based on the opinions of S. Mirziyoyeva, it can be said that the practice of forcing pedagogues to do various jobs is one of the reasons for causing conflicts in the team. Despite the fact that several normative documents have been developed and implemented as a result of the reforms in the education system implemented by the state, the practice of forcing pedagogues to do various jobs continues in recent years. This, in turn, causes the rise of vertical conflicts in educational organizations.

Today, in the education system of our country, a number of legal documents are being adopted to resolve negative social situations and pedagogical conflicts in the community. In particular, the Law "On the status of a teacher" was signed by the President. With this, the rights, obligations, basic guarantees of activities of pedagogues, payment of wages commensurate with their work, incentives and social protection principles were defined by the Law. This Law stipulates that disputes related to the status of a pedagogue and his professional activity will be resolved in accordance with the procedure established by law.

Also, in the newly revised "Section VII, Chapter 31, Article 527 of the Labor Code of the Republic of Uzbekistan, the general rules for the protection of labor rights of employees and consideration of labor disputes are defined. In this Code, protection of labor rights of employees includes the following: "prevention and (or) termination of violations of labor legislation, other legal documents on labor, as well as terms of labor contracts; to restore the violated rights of the employee; compensation for material damage and (or) moral damage caused to the employee due to violation of his labor rights; "includes the responsibility of employers and other officials guilty of violating the labor rights of the employee".

Based on the above points, according to the legal norms, the director of the preschool educational organization should familiarize the newly hired employees with the local labor documents. Below we list these documents: collective agreement; staff table; rules of internal labor procedure; job instructions of employees; work holiday schedules; the regulation on certification of employees; agreement on labor protection; statute on rewarding employees; the regulation on payment of bonuses for many years of work in the organization; regulation on organization of training of employees; regulation on payment of wages; the list of categories of employees who must conclude contracts of material responsibility; the regulation on the commission of labor disputes; list of personnel positions for which additional annual leave is granted.

Currently, labor disputes in preschool educational organizations are considered by the "Labor Disputes Commission" or "Court" created in the organization. "The employee has the right to apply to the Labor Disputes Commission or directly to the court to resolve the labor dispute. Labor disputes are usually related to the violation of the employee's right to work, or to the consequences of unreasonable demands.

The main causes of vertical conflicts in preschool educational organizations are: violation of labor relations; non-fulfillment of job duties by educators (arriving late to work and being inattentive or rude to educators) and misrepresenting the impact measures used by the director; between the director and the staff or between the director and the parents of the children, different approaches to the current legal norms and ignorance of their rights and obligations.

In order to resolve vertical disputes in pre-school educational organizations, a "Commission for Labor Disputes" is established in the organization and this commission conducts its activities based on the Regulations. This Regulation was developed in order to form a unified practice of considering labor disputes in preschool educational organizations, to increase the efficiency of dispute resolution, to establish individual labor dispute commissions, the procedure for considering individual labor disputes by them, the decision of the commission and its includes performance standards.

This commission considers disputes between the director and the employee arising from the application of labor relations and other regulatory documents, labor conditions stipulated in the labor contract.

In accordance with the Labor Code of the Republic of Uzbekistan, "an employee who is faced with a conflicting situation can apply to the commission to express his problems and complaints or be considered by the district (city) court, and in turn, the employee can resolve the conflict at his own discretion. that he has the right to apply to one of these bodies.

All the principles of consideration of conflicts in pre-school education organizations are defined in the procedures established by the legislation, however, it is important to prevent them in the management of vertical conflicts.

The main factor in conflict management is to regularly communicate with the employees under the supervision of the director of the preschool education organization and with the parents of the children, to familiarize them with the forward-looking plans, and to take their opinions into account when making decisions.

The director should regularly cooperate and be in constant contact with the supervisory board formed in preschool education organizations. This gives an opportunity to control the dynamics of conflicts that may arise by knowing the quality of the educational process provided by educators.

REFERENCES:

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