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Theoretical Foundations of Strategic Management of Higher Education Institutions

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A B S T R A C T
The article analyzes the global trends in the educational and financial development of higher education, the implementation of work on the remuneration of professors, teachers and staff of higher education institutions. It is planned to train students in postgraduate activities, ie as trained specialists in various organizations.

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The reforms carried out in the education system of our country in the following years are showing their bright results. That is, the system of measures taken to further improve the continuous education system, develop the policy of training qualified personnel, and strengthen the material and technical base of education is bearing fruit. In addition to the political, legal, economic, and spiritual spheres, deep qualitative changes have taken place in the social sphere as well. One of the most important components of the social sphere of society is the sphere of education, which directly affects the political, legal, economic and spiritual spheres and determines the normative nature and level of maturity of social spheres.

That's why in the higher education system of our country, based on the requirements of the times, large-scale work is being carried out on the training of qualified specialists. Increasing the quality of higher education, organizing strategic management activities of higher education institutions based on modern requirements, and correctly evaluating innovative management activities are of particular importance in the training of qualified personnel in the higher education system. From this point of view, it is very important to conduct scientific research on the in-depth study of the theoretical foundations of the strategic management of the process of competitive personnel training in the higher education system, as well as the improvement of the methodological foundations of the assessment of strategic management activities.

The fourth direction of the Decree of the President of the Republic of Uzbekistan "On the Strategy of Actions for Further Development of the Republic of Uzbekistan" dated February 7, 2017, entitled "Development of the Social Sector", provides for the convenience of preschool educational institutions. provision, improvement of the quality of general secondary, secondary special and higher education and the implementation of measures for their development, i.e. the system of continuous management of education.

Speaking about the educational system, it is permissible to dwell on the concept of education first of all. Education is the study of the elements of nature and society on the basis of standards strictly established by the state, and it is an educational process aimed at a specific goal in the interests of the individual, society and the state. State policy in the field of education is an activity aimed at ensuring the formation and development of the state's educational system. In the Law "On Education", all residents of our country, regardless of gender, language, age, race, nationality, faith, religion, social origin, type of service, social status, and place of residence ensuring the equal right to quality education is guaranteed.

The Law "On Education" and the National Program of Personnel Training are recognized as the organizational and legal basis of the state policy in the field of education. These documents determine the strategy of the development of the educational system and measures for its implementation. The main principles of the state policy in the field of education are strengthened in Article 3 of this law, according to which: "Education is declared a priority in the field of social development of the Republic of Uzbekistan."

The concept of "strategic management" is defined differently in scientific and methodical sources. For example, Michael Mescon defines this concept as follows: "Strategic management is a process that includes planning, organizing, motivating and controlling the organization's goal and achieving it." According to Peter F. Drucker, a great theoretician in the field of strategic management: "Strategic management is a special type of activity that transforms an unorganized crowd into an effective, goal-directed, productive group. It is management that can explain the most important social phenomenon of our century - the explosion in education - better than others. The more educated people are, the more dependent they are on organizations. In all developed countries of the world, people with more than a high school education spend their entire lives as employees of managed organizations. They can neither live nor earn a living outside of their organizations. It can be added that their teachers are also among those mentioned.

The strategic management system of the higher education institution affects the educational and educational process by managing the educational and educational process, managing service activities, and managing the activities of the management structure.

A. V. Tebenkin stated that the strategic management process is a set of separate activities aimed at regulating, coordinating and developing the organization's work to achieve the goals it faces. If we apply this definition to the process of strategic management of higher education institutions, first of all, it is necessary to pay attention to what the purpose of higher education institutions is. According to T.A. Akimov, from the point of view of strategic management, the management system consists of management methodology, management process, management structure, and management techniques and technology. The management process is considered a part of strategic management activities in higher education institutions, it includes the formation of mutual relations, the development of management decisions, their adoption, their implementation, and the creation of a management information supply system. In order to shed light on the process of integrated strategic management in higher education institutions, it is necessary to divide it into specific, separate, but interrelated functions. The strategic management structure includes the organizational and functional structures of the institution, its organizational relations, the system of training, upgrading and retraining of employees. Also, A.V.Tebenkin describes two parts of the strategic management system, i.e. strategic management methodology and strategic management process, management activity as a process, and strategic management structure and technique and technology as an event. When the strategic management system is approached in a process way, it is known that it consists of certain sequences, that is, a chain of strategic management functions. For example, "planning the educational process", "organizing the educational process", "controlling the quality of education", "planning the work of the scientific council", "evaluating scientific activity" are management functions.

According to the definition of Sh. Kurbanov and E. Seytkhalilov, the strategic management function is a relationship between the management object and the controlled object that requires the performance of a certain action from the management system to ensure that the controlled processes are oriented towards a specific goal or that the controlled processes are organized. Each of the strategic management functions can be viewed as a process, and they are interdependent. The strategic management function is

implemented using certain methods and tools. In the process of implementing the strategic management function, management tasks are performed, so management functions always play an important role in performing strategic management tasks and achieving management goals.

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