

Pedagogical and Psychological Basis of Personnel Management of Preschool Educational Organizations

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Abstract: *Personnel management in preschool educational organizations requires unique pedagogical and psychological approaches. Because the effectiveness of the activities of these institutions depends on the qualifications, motivation and responsibility of the employees for the development of children. This article analyzes the pedagogical and psychological foundations, goals and principles of personnel management in preschool educational organizations.*

Keywords: *pedagogical principles, the role of personnel management in pedagogical processes, psychological principles, goals and tasks of personnel management, personnel management model of the organization*

The management model of the pedagogical process in changing the management object in the paradigm of preschool education has the following features:

- specific features of the process at the stage of education and training;
- coordination and interconnection of stages of continuous education in pre-school - primary education;
- social responsibility of the preschool educational institution;
- the relationship of the preschool educational institution with society, family, school, public organizations, higher educational institutions, expanding the boundaries of preschool educational institutions' activities;
- Cooperation between adults and children based on the principle of humanity.
- In addition, the requirements for the management model:
- its adaptability to rapidly changing socio-economic and pedagogical conditions, its openness, which allows management subjects to introduce new structures and content into the system in a timely manner;
- To put an end to the imitative nature of managing preschool educational institutions, to create an environment of creativity, to put an end to strict procedures.
- Employees of the educational institution should be focused on continuous updating, development of pre-school educational institutions [1].

The organization of the pedagogical process is considered as a complex system consisting of certain interrelated elements. Such elements include goals, tasks, tools, forms and methods, subject, object of management, principles and functions that determine its activity. In the context of the introduction of innovative pedagogical technologies, the originality of the construction of the pedagogical process is emphasized, in which the originality, the normal course of children's development and the originality of

preschool childhood are preserved. They change in connection with changes in society, the formation of a new way of thinking and worldview, and the development of the science of psychology and pedagogy [2].

"Principles of management are the main rules that guide the management entity in its activities and implement it in certain socio-economic conditions." The analysis of special literature and the experience of organizing the pedagogical process in a preschool educational institution made it possible to distinguish the following principles of management: goal setting, complexity, democratization, psychologization of teaching and upbringing models. All these principles are a guide for action in a developing and developing preschool and form the basis of updating its activities. A comparison of management functions in domestic and foreign science, taking into account modern conditions, allows to determine the following content: information-analytical, control-diagnostic, planning and prognostic, regulation and correction, motivational and purposeful [3].

Personnel management in preschool educational organizations aims to ensure the professional growth of employees by using pedagogical approaches. The main task of pedagogical management is to develop the knowledge and skills of employees, to increase their role and responsibility in the educational process.

Pedagogical principles:

1. Individual approach: Taking into account the individual needs and abilities of each employee.
2. Professional development: Involvement of employees in continuous professional development courses and trainings.
3. Reflective analysis: Self-development by teaching employees to analyze their own performance.
4. Cooperation and integration: Creating a team environment and ensuring the active participation of all employees in the pedagogical process.

The role of personnel management in pedagogical processes:

- Development of pedagogical skills to improve the quality of education.
- Organization of the educational process based on modern methods.
- Training employees to use innovative technologies.

Psychological management is based on taking into account the personal characteristics, needs and motivation of employees. This aspect is especially important in preschool educational organizations, because working with children requires a high level of emotional stress.

Psychological principles:

1. Motivation and encouragement: To increase the interest of employees in work and to create a reward system suitable for them.
2. Stress management: Maintaining the psychological health of employees and helping them overcome stress.
3. Communication culture: Improving the work environment by establishing effective communication.
4. Emotional intelligence: Developing employees' ability to manage their emotions.

Psychological management practice:

- Conducting regular psychological interviews with employees.
- Organization of psychological training and recreational activities in the organization.

➤ Creating a positive work environment.

Goals and tasks of personnel management

Objectives:

1. Improving the quality of education in the preschool education organization.
2. Ensuring professional and personal development of employees.
3. Creating a favorable pedagogical environment for the comprehensive development of children.

Duties:

- Improving the work efficiency of teachers and support staff.
- Formation of cooperation and team spirit among employees.
- Introduction of modern management technologies.

The personnel management model of the organization

A model consisting of the following components can be developed for the effective organization of personnel management in preschool educational organizations:

Model components:

1. Organizational structure: Proper distribution of management processes and clarification of tasks among employees.
2. Motivation system: Introduction of tangible and intangible forms of incentives.
3. Training and development: Training and development programs for educators and support staff.
4. Monitoring and evaluation: A system for monitoring and evaluating the performance of employees.
5. Conclusions and recommendations

Pedagogical and psychological foundations of personnel management in preschool educational organizations contribute to the professional and personal development of employees. To organize this process effectively, the following is recommended:

- Organization of regular training and professional development programs for employees.
- Introduction of psychological support mechanisms aimed at managing stress and creating a positive work environment.
- Application of innovative management methods and technologies.
- Developing a culture of communication and cooperation among employees.

These approaches serve to ensure a quality educational process in preschool educational institutions and create favorable conditions for the comprehensive development of children.

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