

DEVELOPMENT OF MANAGEMENT IN THE HIGHER EDUCATION SYSTEM USING INNOVATIVE METHODS

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ABSTRACT

The demand for innovation in higher education management and leadership has been increasing worldwide. This trend has been accelerated by global events such as the COVID-19 pandemic and technological advancements. The use of business models, theories, and methods like the Education Management Information System (EMIS) has improved data collection, analysis, interpretation, storage, and retrieval to make well-informed decisions. However, further research is needed to ensure that best practices, evidence, and data-driven methods are used to improve staff and student satisfaction and performance. Studies show that there is a strong positive correlation between innovation and better educational management and leadership. Leaders and educational management can be trained through conferences and benchmarking activities to increase openness to change and stakeholder happiness. By using emerging technology and promoting openness to change through education, awareness creation, and training, innovation in universities and other higher education institutions can be increased, leading to improved performance and productivity.

Keywords: educational management, educational leadership, students, technology, higher education.

INTRODUCTION

Education cannot be separated from the competence and dedication of educators because it is protected by specialized fields, including management and leadership. As a result, innovation in management in HEIs is an essential element in achieving the high-quality educational objective that promotes social, cultural, economic and democratic values needed in modern society. Management is a vital aspect needed for the functioning of professional systems. It is considered to be one of the most important factors in determining whether a country is rich or poor. It determines the survival, success or failure of an organization. When we think of corporations, we think of management. Therefore it is considered the core of every undertaking. Innovation in

educational management is becoming increasingly popular in HEIs around the world. Innovation and improvement of existing methods, structure, approach or process management, specific to the most important level of development, contribute to the attainment of organizational goals. It is characterized by innovations in management. Innovation in management involves the acquisition and development of managerial skills and the willingness to take responsibility for the implementation of changes that lead to progress and performance. In higher education, innovation can be defined as a planned action aimed at introducing a new element into a setting. This improves the preparedness of students through their involvement and interaction. Leaders in HEIs must design their activity around the educational objectives to be instilled in students, the promotion of political and social justice, the provision of access to knowledge, and the pedagogy that encourages personality growth. Curriculum re-organization can be seen as an innovative process as it is necessary in the contemporary education system due to the commercialization of information. The lack of government involvement in the current education system hinders innovation. This emphasizes the implementation of autonomous management and self-financing principles by various HEIs and the need for productivity as a key factor in surviving in a competitive educational setting. At the same time, innovative leadership and management involve academic partners in formulating and promoting acceptable social models, such as those with moral, intellectual, and cultural values. Fulfilling collaboration can help to foster innovative leadership and management. For many years, teamwork and involvement in various educational programs has not been recognized at the international level of educational systems. Students or undergraduates are paid on the basis of individual activities, which does not make them attractive to people. In such circumstances, corporate drive and employee performance are not high, thus preventing an innovative school environment. Higher education institutions are facing new challenges due to the evolving environment, global competition between colleges and universities, as well as the need to react to changes in the global market. Educational leaders and managers must therefore implement innovations that will enable them to maintain and enhance their effectiveness. Innovative leadership in higher education institutions is primarily focused on making changes in higher education institutions. It is also a characteristic of effective leadership. It is therefore essential to define what is the role of an innovative leader in higher education and to evaluate the level of innovation leadership in various HEIs around the world. Innovation in leadership and management is essential for any organization including higher education institutions (HEIs). It allows staff and students more creativity and productivity. In today's global market, organizational growth and development depends on the innovation of managers and leaders. The nature of the organization and the needs of consumers are constantly

changing. Organizations rely on innovation to survive. Traditional leadership practices that encourage innovation among employees don't work in today's business environment. HEIs are taking chances and adopting innovations through organizational leaders' leadership. Innovation is the optional path to competitiveness and success in tertiary education. Leaders are responsible for increasing the scope of innovation in an organization. The scope of innovation depends on the effective strategies, skills, and mindset of the leader. Innovative leadership includes variables that help leaders achieve organizational success. It is important to note that visionary leaders are transparent in their communication and inspire through action. In higher education, innovative leaders have a positive effect on innovation because it increases the desire to learn new things and to be creative. Innovation leaders and managers make a big difference in how institutions become innovative. They foster creative and dynamic cultures, and when this culture is upheld, innovation increases. In general, innovation leadership and management are necessary for creating a flow of ideas. Leaders focus on eliminating obstacles to innovation. Leadership thrives in an environment where people are encouraged to try new things. Prioritizing innovation becomes easier when there are sufficient resources. Leaders empower staff and students to be innovative by giving them resources. Innovative managers and leaders foster an environment of collaboration among teaching staff and students, and among students themselves. Generally, innovation enhances strategies that emphasize innovation. Focusing on innovation is essential for driving the quantitative values that are essential for the growth of HEIs. These strategies enhance organizational transformation because the entire school community adopts a change mindset. Innovative leaders often align new initiatives with the organization's goals and strategic positions. They also understand and gain insights into the talents of individual employees. Educational leadership and management's primary purpose is to create and maintain environments that improve and promote efficient and effective learning and teaching within the education system. These objectives can only be achieved through innovative leadership and management. These leaders strive to achieve these objectives by keenly and effectively applying management principles and organizing available resources to achieve educational goals. Innovation in leadership and management typically responds to global and local changes. This is because technological developments have a direct effect on teaching and learning through curriculum changes due to technological, cultural and economic changes. This review aims to explore how innovation impacts management and leadership in higher education institutions.

The Need for Innovation in Education Management and Leadership in Higher Education

Investigations conducted in the business world have demonstrated that management innovation can be applied to the educational sector, particularly higher education. As a result, there is a heightened need to foster innovation in higher education institutions through the implementation of novel models, concepts, and courses of study. Developing nations demonstrate the significance of the development and implementation of innovation in education governance and leadership. This helps to meet the current and future requirements of higher education institutions by utilizing existing resources and infrastructures in higher education institutions. Since the turn of the century, educational leadership has become increasingly important due to the widespread belief that innovative leadership has a significant impact on organizational performance through student academic performance. As the global economy continues to grow, more countries recognize that their citizens are the most valuable asset they possess and that competition for labor is increasingly dependent on the development of a highly skilled workforce. This necessitates the need for highly trained and committed tutors who need the assistance of experienced administrators and senior leaders in schools. Educational leadership, as a discipline, is characterized by plurality and multiple perspectives, resulting in a lack of consensus among stakeholders. For example, one of the most contentious issues in educational leadership is whether it is a distinct field or a subfield of a larger field. Despite the fact that various studies have been conducted over the past two decades, the views expressed in educational leadership are clear and consistent. Educational leadership is centered around the goal and objectives of education, which provides a sense of direction to college administration. The danger of managerialism, as defined by Bush 1999, is that it places too much emphasis on procedures at the expense of education purpose and values, unless this connection is clearly and closely established between purpose and management. Furthermore, the establishment of a consensus on educational goals is at the core of educational leadership. In educational organizations, academic managers establish the plans in consultation with senior stakeholders, and in certain cases, the organization's governing council. However, the external environment, particularly governmental expectations, typically expressed through legislation or policy announcements, has a significant impact on higher education goals. Developing goals based on student-needs assessments is a challenge for advanced institutions. The essential question is how competent school administrators can alter public policy and create alternative solutions that are based on organizational values and purpose. Innovation in leadership encourages collaboration between stakeholders, both external and internal, and within the institution, brings departments together for opportunities to learn from one another. This collaboration extends beyond the institution to strengthen partnerships with other organisations and businesses. Examples of such

partnerships could include scholarship programs, job placement initiatives, or ongoing dialogue with policy makers regarding community issues such as housing. As universities and colleges are some of the largest employers in the world, innovative leadership will lead to an increase and improvement of employment opportunities. Leaders in any industry recognize the importance of providing development opportunities, particularly for mid-level professionals who have the potential to take on leadership roles themselves. This is essential for organizations, as it strengthens their candidates for various leadership roles. Innovative leaders focus on training and mentoring programs, allowing them to support faculty and academic staff in developing leadership skills.

Education Management Information Systems in Higher Education

Educational Management Information Systems (EMIS), are data-driven models that can be employed in the collection and analysis of data to provide information for informed decision-making, planning, management and monitoring of education systems in Higher Education Institutions (HEIs). An innovative system that combines technology, personnel, processes and procedures enables education leaders to make informed management decisions. Furthermore, EMIS enhances the speed of data processing, relevance, reliability and comprehensibility of information, thus supporting the efficient execution of tasks in Higher Education. EMIS is an effective innovation tool that seeks to enhance education management in higher education institutions. Furthermore, the system enables the automation of Education Management to enhance the leadership and assessment of Educators and Students at the same time, thus making EMIS a strategically important tool in areas with difficulties involving physical monitoring. Organizational culture and climate play a significant role in the level of innovation of education management and leadership within higher education institutions. For instance, EMIS can be employed to reinforce education monitoring in developing nations to guarantee high accountability, transparency, and innovation amongst students and teachers. A study conducted by Martins (2019) on 250 academic leaders revealed that knowledge sharing and innovation are inversely related in universities. When transformational leadership and knowledge sharing are combined, the level of innovation within higher education management and leadership increases. To implement EMIS in higher education institutions, leaders must be given the authority to interact with the system, collect, analyze, and interpret information to make informed decisions. However, due to the time-consuming nature of training and the need for additional funding, leaders in higher education institutions face challenges when implementing EMIS. Organizational cultures that are open to learning and the development of new skills also showed an increase in innovation in leadership and in education management. Li et al., (2009) found a strong, positive relationship between

innovation in HEIs and organizational culture and climate. Integration of business model frameworks in education management and in HEIs improves innovation. It also helps to find solutions for change and innovation. Business model changes can be disruptive or they can be sustainable, bringing large or small changes over time. Depending on the short-term and long-term objectives of leadership and education management in HEIs, they choose between the two options.

CONCLUSION

In conclusion, innovation in HEIs is highly dependent on transformational leadership, know-how, and research. The rate of adoption and use of technologies, including education management information systems (EMIS), also improves innovation. The culture and structural organization in HEIs also determines the quality of innovation. Therefore, it is of high priority for HEIs to ensure that they improve their organizational culture to compete with other organizations that employ progressive cultures open to teamwork, cooperation, and multidisciplinary actions.

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