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Use of integrative approach in the professional training of future specialists in the field of physical education and sport

Tursunova Ziyodakhon Musaboevna[1]

[1]Uzbekistan state university of physical education and sport, Chirchik, Uzbekistan

Abstract

Purpose: To improve the theoretical and practical foundations of professional training of future specialist in the field of physical culture and sport.
Methods: The following methods were used during the study: 1) Analysis of literary sources, research papers and scientific articles in which scientific research, scientific and practical experience of foreign and domestic scientists in the field of sports were studied and analyzed 2) A pedagogical test during which the technical actions of young gymnasts players during competitive activities were monitored.
Results: Communication processes and decision-making are the main connecting processes in the organization, as information exchange and decision-making are embedded in all major management activities, are integral parts of any management function.
Continuous flow of available and new resources coming into the organization in space and time ensures the harmonization of management strategy and tactics.
Conlcusion: In this regard, we propose the components of the model of specialist training using the basics of management:
- conscious and solid mastering of general cultural and accumulated by the professional community knowledge, abilities, skills;
- analytical research activity focused on practical problems of development and functioning of physical culture and sport;
- continuous multilevel education aimed at constantly updated educational training;
- innovation and creativity, determining the progressive transformation of reality.

Keywords: model of organization, management system, executive-technological functions, Management structure reflects.

Introduction

The main goal of the on going innovative changes is to ensure the will of the people to build a free and prosperous, strong "New Uzbekistan" and to create all opportunities for every citizen to develop his or her potential. Among other reforms, reforms in the areas of state youth policy and sports, namely, increasing the intellectual potential of young people, stimulating their scientific activity and expanding the coverage of young people engaged in physical culture and sports, occupy a special place. Constant improvement of intellectual knowledge of a modern manager becomes a priority problem of management theory and practice. Practicing managers realize that strategic aspects of management of a modern high-tech enterprise integrated with the external environment require a different theoretical basis compared to the principles of managerial rationalism.

Today an organization is considered as a set of different work flows - business processes. In this case, the organization is presented as a dynamic system with its inputs and outputs that provide communication with the external environment and define the boundaries of the main business processes.

At the same time, there should be work flows inside the organization that provide the main business processes (second- and third-order business processes). They also have their own boundaries, their own inputs and outputs. The content of the main and auxiliary business processes is determined by the content of the problems solved by the organization, and the organization itself turns into a decision-making system.

Process management is oriented to the problem-oriented model of organization, in which problems are considered not so much as obstacles in achieving the goal, but as natural conditions for the functioning of the organization.

The activity of a problem-oriented organization is based not on achieving predetermined goals, but on ensuring sustainable development of the organization. Problem identification in this case also becomes a business process. Taylor proposed to divide the production process into specialized operations to increase the productivity of workers. Fayol considered as an object of management the organization as a whole, while distinguishing the main functions of management, on the basis of which the rational structure of the organization should be

determined. Weber perfected a management system based on impersonal and rational behavior, which is called bureaucracy. Management of a modern organization requires an entirely different conception of organization than that which prevailed in the earlier schools of management. The attention of management shifts from the control of the labor process to the transfer of executive-technological functions and functions of logical automatism from man to machine.

Results and discussion

The process of management integration is characterized by a distinct organizational gradient: at the level of the organization as a whole and in the main business processes it manifests itself to a lesser extent and intensifies in higher-order processes.

The traditional divisions of the organization are being replaced by dynamic teams of specialists, not necessarily located in the same territory, but necessarily having effective communications.

Managing an organization on the basis of business processes requires a new managerial mindset and a new generation of managers who are capable of solving fundamentally new problems. Therefore, business process management in each organization can take its own unique features.

The concept of business process management is formed due to prerequisites promoting the development of integration processes. Japanese quality circles, brigade forms of labor organization, just-in-time production management system, matrix management structures, flexible automated production systems, decentralization of management and other innovations of recent years were separate manifestations of prerequisites.

The main sources of management integration are:

- *mission, goals and objectives of the organization, management structure, communication systems;*
- *decision-making system;*
- *harmonization of management strategy and tactics;*
- *rational combination of centralization and decentralization in management;*
- *combination of formal and informal management;*
- *search for a reasonable compromise in the management of internal and external orientation.*

Management mission and objectives are the main force that unites people in an organization as a system of their joint activities.
Management tasks reflect sequential, parallel and sequential-parallel blocks of decisions that delimit responsibilities and unite efforts to achieve the intended goals.

Management structure reflects the structure, internal form of the organization, composition and interrelation of its elements. The structure unites the constituent elements of the organization's internal environment by means

Table. Structure of integration processes in sport

Factors of sport management integration: costs, quality, time factors of sport management integration:			**Levels of sport management integration**
	Regulatory management		
Regulation of the organization's activities	Organization policy	Corporate culture of the organization	
	Strategic management		
Organizational Structure Management	System Strategic Development развития	Program Studying and solving problems	
	Operational management		
Formation of organizational processes	Implementation of activities	Coordination of executive actions	
Structure	Organization activities	Employee behavior	Components of sport management integration

of communications, information flows and document flow. A rational combination of centralization and decentralization in management allows to ensure the intensity of activity, flexibility and adaptability of the organization's functioning as a system in a complex, dynamic external environment.

Conclusion

Management in an organization requires from a manager the ability to work with different people, to unite their activities, using their best qualities, which requires a combination of formal and informal management.

In the process of activity in the organization, the manager is constantly forced to link his managerial efforts of internal orientation with objective external circumstances, as each employee in the organization freely or not freely compares what happens inside the organization with the development processes of other organizations. All this requires managers to find a reasonable compromise in the management of internal and external orientation.

Factors of management integration in an organization are:

- *the degree of management differentiation;*
- *the content and structure of the organization's values;*
- *management technologies;*
- *competence system (availability of necessary information, both in the form of knowledge and current information support);*
- *dynamics of intermediate results in achieving the organization's goals;*
- *type of management*
- *management style.*

Based on the above arguments of the current state of sports organizations, it is necessary to reform and supplement the pedagogical process of training future specialists in the field of physical culture and sport.

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AUTHOR BIOGRAPHY:



Ziyodakhon Musaboevna TURSUNOVA

Employment
Researcher at Uzbekistan state university of physical education and sports

Degree
MD

Research interests
Sport managment, physical education and sport, Theory of physical education, management of internal and external orientation, process management.