

RESEARCH ARTICLE

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CORPORATE ETHICS OF THE MODERN EDUCATOR IN EDUCATIONAL INSTITUTIONS

Rakhmatullaeva Nodira Bakhodirovna

An independent researcher of the Scientific Research Institute of Pedagogical Sciences of Uzbekistan named after Qori Niyoz, Uzbekistan

Abstract

The article explores the problems of corporate ethics in the educational organization system and reflects on the fact that the modern application of corporate ethics is characterized by flexibility and diversity. Also mentioned are the possibilities of the moral factor that contributes to the resolution of conflict situations in the professional activities of pedagogues.

Keywords Corporate ethics, moral standards, moral principles, culture of behavior, collective, conflict, description, professional activity.

INTRODUCTION

The tasks of establishing moral and ethical foundations arise in most areas and fields of professional activity. Even a superficial analysis of the history of the development of ethical regulation of various professions shows that ethical codes in the form of oaths, requirements, lists of rules, etc., appear primarily in professional activities based on the system of human-human interaction.

Corporate ethics is a system of values that regulates moral relations in organizations. In contrast to universal ethics, corporate ethics of organizations is determined by the specific characteristics of their activities and goals, as well as established stereotypes of professional behavior. Corporate ethics is the main element that unites people as participants in the production process in educational organizations. The purpose of this work is to reveal the importance of corporate ethics in the educational system as an indicator of the professional competence of a

modern pedagogue. An element of corporate ethics is the ethics of business relations as a special case of ethics, which is a set of ethical norms that regulate the actions and relationships of educators during their professional activities. Depending on the type of activity, professional goals and tasks, working conditions, basic ethical principles and requirements can be defined within the framework of generally accepted ethical standards. In this regard, it is legitimate to talk about the corporate ethics of pedagogues. There are many disagreements between universal and professional ethics, which are of a two-sided nature and thus cause various conflicts in the community. According to the requirements of universal morality, humanity and self should not be viewed only as a means, but as an end. Within professional activity, people inevitably act as objects of work, influence, coercion, study, education, i.e., means of achieving goals.

In recent years, a clear trend has been observed in

the field of higher education, where the realities of the educational process began to be determined from the point of view of industry, economy and business. Due to these new trends, pedagogues create technological lesson maps instead of lesson plans, today's curricula resemble a step-by-step description of technical and technological processes that indicate the resources involved, educational institutions have become educational organizations. The question of the correctness of this approach to the modern general education system remains controversial, but in our opinion, it has a number of advantages, which are primarily related to the planning and organization of educational work with students.

Corporate ethics (sometimes the term "corporate culture" is used as a synonym) "the culture of behavior of the company's employees, their beliefs and values, traditions, the level of relations between middle managers (managers) and workers, between the company, its customers and partners." Corporate ethics as a quality characteristic of the team exists in any enterprise, regardless of its size and characteristics, to a greater or lesser extent. Another question is how consciously the management participates in the formation of corporate ethics and how effectively it is used in the management process. Since the administrative, pedagogical and other staff of educational institutions together with students and their parents represent a long-term team that shares a common goal - education (provision), we can also talk about the existence of corporate ethics.

The development of the rules of corporate behavior of educators and students in the form of a code, familiarization with it by all participants of the educational process, first of all, makes it possible to create a clear mechanism of management and partly self-management in a certain place.

A careful approach to corporate ethics helps to solve a number of auxiliary tasks:

- cognitive - if the team is filled with new employees, new students are transferred to the educational institution, the period of adaptation is called when they learn the values, beliefs, internal rules of this educational organization;
- normative - the code allows to unify the norms of behavior of pedagogues and students in the educational organization, to prevent conflicts, to solve them faster and more efficiently;
- the task of public memory - the code of corporate ethics to preserve existing traditions, to ensure continuity between different generations of employees of the educational organization;
- the need to observe the rules and norms of behavior established in the code of the educational organization has an educational effect on pedagogues and students;
- communicative - the moral character of pedagogues and students becomes more effective and faster in the process of communication within the educational institution, which ultimately ensures coordinated collective action to solve the current situation.

In short, corporate ethics is a large field of events in the material and spiritual life of the team, which helps new employees to adapt to the new team faster, allows to evaluate the behavior of pedagogues and students, protects the educational organization from unwanted trends and shapes its appearance and appearance. defined in the system of values and goals. Determining the rules of corporate ethics of pedagogues existing in the educational organization, registering them in a separate local document allows for the development of a reasonable approach to the management of educational institutions and the student community.

The modern application of corporate ethics is

characterized by flexibility and diversity. This makes it possible to maximize the potential of the moral factor, which contributes to the resolution of conflict situations in professional activity.

The main causes of professional and labor disputes can be: incompetent management of the labor team; psychological incompatibility of team members; violation of professional and ethical standards of behavior; biased assessment of the work of team members: dissatisfaction with financial incentives for their work.

Ethical norms of human behavior are important in regulating professional disputes. Moral standards are a set of all types of relationships between people. They are:

- a) social concept, because they affect communication problems between people;
- b) represents the requirements that society imposes on each person, because society determines how relations between its members should be built.

Moral standards have historical conditions for development, because the moral consciousness of a person is formed under the influence of the social environment and based on moral ideals and moral priorities. However, a person realizes these norms and corrects them in his mind, they become a part of him.

Thus, moral norms are the interconnection of

social relations and personal consciousness of each person. As a rule, moral standards are not written anywhere and they are not clearly formulated. The leaders of the educational organization should be an example of a code enforcement system. Translating ethical standards into personal action, resolving ethical conflicts, and advising on difficult ethical situations. In this respect, a leader must have or be trained in ethical leadership principles and act freely in ethical matters.

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