

Components Of Labor Potential Of The Director Of An Educational Organization

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Abstract: The effectiveness of an educational organization is intrinsically linked to the labor potential of its director. This article provides a systematic analysis of the fundamental components that constitute this potential. The research methodology is based on a theoretical analysis of pedagogical and managerial literature. The study identifies and describes two primary groups of components. The first is the psychophysiological component, which includes the director's health status—a prerequisite for effective performance—and a set of personal qualities such as activity, creativity, and motivation, which serve as the basis for competitive advantages. The second is the professional and qualification component, defined by the director's level of education and formal qualifications, practical seniority that accumulates valuable experience, and professional mobility, which ensures adaptability to changing economic and technological conditions. The conclusions emphasize that a holistic approach to developing these components is crucial for improving the competitiveness and managerial efficacy of educational leaders.

Keywords: Labor potential, psychophysiological component, health status, personal qualities, professional qualification, level of education, seniority, professional mobility.

Introduction: A comprehensive analysis of psychological and pedagogical theory and practice regarding the competitiveness of managerial personnel reveals a multifaceted conceptualization of the term. The existing scholarly discourse demonstrates significant diversity, primarily framing competitiveness through the following distinct lenses:

As a didactic metric: It serves as a concrete, measurable unit for assessing educational outcomes.

As a quality indicator: It functions as a benchmark for evaluating the efficacy of the educational process.

As a measure of professional Advantage: It defines the degree to which distinctive professional skills and advantages are instilled in graduates.

As a level of competence development: It represents the stage of formation of professional competence itself.

This multifaceted understanding underscores the complexity of cultivating competitiveness, which is influenced by various components of an individual's

labor potential.

The psychophysiological component of labor potential: The psychophysiological component is a foundational element of an individual's labor potential. It is defined by a set of innate and acquired employee traits, encompassing key factors such as:

Gender

Age

Health status

Personal qualities

The following sections provide a detailed analysis of two primary factors: gender and age.

Analysis of the gender factor: Gender constitutes a fundamental demographic dichotomy. While conventional discourse often correlates differences between men and women with morphological distinctions, it is critical to emphasize that gender does not rigidly determine an individual's labor potential. Empirical research into general trends indicates several nuanced behavioral predispositions:

In creative and analytical roles, women tend to exhibit greater caution, deliberation, and a more meticulous approach to evaluating and validating ideas.

Men often display a slight propensity for solving novel, unstructured intellectual problems.

Conversely, women generally demonstrate higher sensitivity and responsiveness to external stimuli and feedback, which facilitates more rapid knowledge acquisition and adaptive behavior. This enhanced adaptability significantly contributes to achieving high levels of performance.

Analysis of the age factor: Age acts as a critical proxy for the accumulation of human capital and directly influences the developmental stage of an employee's competitiveness. This progression can be categorized into distinct career stages, each with defining characteristics.

Young specialists: These individuals are at the career inception stage. Their profile is primarily defined by limited professional experience, which is often counterbalanced by innovative thinking and contemporary knowledge.

Middle-aged employees: This cohort possesses a moderate degree of professional experience and is typically engaged in a phase of intensive skill development and career progression.

Pre-retirement employees: Representing highly qualified experts, this group is endowed with a wealth of accumulated professional knowledge and practical wisdom. Their principal value lies in their deep institutional memory and specialized expertise.

Employees of retirement age: This demographic may encounter challenges associated with reduced physical stamina, emotional volatility, and a gradual decline in certain cognitive faculties.

Analysis of the health status factor: Health status. An individual's health is the most critical prerequisite for their effective performance. The World Health Organization (WHO) defines health as a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity. It is a holistic unity of biological, physiological, and mental functions that determines a person's capacity to participate optimally in various socio-labor activities. The level of health is influenced by a number of factors, including both genetic predispositions and socio-economic conditions, such as standard and quality of life. If the health condition of employees does not allow them to meet the basic demands of their work, it is difficult to expect high results from their labor activity. Quantitative indicators for measuring health status include data on the number of workdays lost due to

illness, among other metrics. To preserve employee health, organizational management must ensure opportunities for rest during work and provide adequate welfare facilities (such as canteens, rest rooms, etc.).

Analysis of personal qualities: Personal qualities. Personal qualities are characterized by the following individual attributes of employees: activity, creativity, initiative, type of motivation, needs, and others. The most pronounced individual qualities become the competitive advantages of employees. This complex of traits significantly influences how a person conducts themselves during their professional activities.

The professional and qualification component of labor potential: The professional and qualification component of labor potential is defined by the occupational competencies of employees, such as their level of knowledge and qualifications, professional work experience, and occupational mobility.

Level of knowledge and qualifications: The qualification level of an employee has a direct impact on the assessment of their competitiveness. Knowledge serves as the foundation for both professional skill and personal development. It helps shape an individual's overall intellectual and professional capacity, regulates their social conduct, and stimulates labor and creative activity.

Professional experience (Work Tenure): Work experience can enhance an employee's advantage over their colleagues within an organization. As work tenure increases, an employee not only becomes a professional in their own field but also gains knowledge and skills in related occupations. Consequently, as the total work experience across all acquired professions grows, the employee's competitiveness should increase.

Professional mobility: The readiness for professional mobility reflects an employee's level of adaptability, flexibility, and capacity for vertical movement, all of which directly influence the assessment of their competitiveness. In a context of economic growth, where constant modernization of production technologies and regular updating of production tools are necessary to maintain product competitiveness, the need to improve employee qualifications arises. Readiness for professional mobility—specifically, the willingness to acquire additional skills, upgrade qualifications, and enhance employability—also facilitates faster adaptation to a new work environment and supports professional growth.

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