

Conflicts of Innovative Development in Education Management: Classification Problems

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ABSTRACT

The article highlights the problem of "conflicts of innovative development", explores issues related to the name, concept and categorization in scientific research of this phenomenon that occurs in real reality. The essence of such psychological and pedagogical concepts as "organizational conflict" is analyzed "social- conflicts in the labor sphere", "changes affecting values".

KEYWORDS: *conflict, value, resistance to innovative changes". "Conflict of innovative development" organizational conflict, conflict of values*

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INTRODUCTION

Reforms in various spheres of society and state building in recent years, measures to introduce innovations in the education system, various sectors of the economy, innovations in science, technology and, in general, economic development in the world community in recent years, the fact that one of the main conditions for the well-being of society is innovation, creativity, constant updating of knowledge, skills and abilities, is the basis for us to see the study of innovation as an urgent problem. The subject of innovation and creativity, the creator, the person who receives, assimilates and implements them, as a specialist, requires psychological, sociological, pedagogical research related to the understanding, creation, acceptance of innovations, teaching innovation.

Developing and implementing innovations is not a smooth, smooth process. Research confirms that innovation is an integral part of the development process of an organization, community, society - the entry into the life of a particular cultural system, becoming part of it and the transition from

quantitative to qualitative changes. It is in this process that various organizational, economic, social and psychological problems begin to arise in the adoption and implementation of innovations by the organization, community members - professionals, educators, staff, leaders. These problems are referred to in research as innovative development problems.

LITERATURE ANALYSIS AND METHODOLOGY

Russian scientist V. B. Tarabaeva [1] first introduced the concept of "innovative conflicts" in 1999 to A. Ya. Antsupov and A. I. It is noted that it is used in the textbook "Conflictology" published by Shipilov. As a basis for this review, the researcher A. Ya. Antsupov and A. I. In Shipilov's analytical analysis of interdisciplinary research on conflicts throughout the Soviet Union, which saw the world in the late 1990, the concept of "innovative conflict" was not used. brings

Understanding the importance of innovative development in the development of organizations in foreign research, the phenomenon of increasing the

expression of this concept in scientific publications dates back to the late 70s and 80s of the twentieth century (much earlier than us, the countries of the former Soviet Union). It is for this reason that theoretical research on organizational innovation abroad is numerous and varied [2-7]. However, the concept of innovation development conflicts is not exactly present in these studies. Foreign researchers are increasingly using the concept of "resistance to innovation." For example, in one of his 1991 publications, W. Bridges noted that people resist periodic transitions, not changes, in order to adapt to them [2]. In other words, the researcher focuses on the psychological factors of resistance to innovative change.

L. Coetsee points out that "acceptance of change (loyalty) and denial of change (resistance)" are generally regarded as independent, unrelated events [7].

G. Watson has developed a number of recommendations to reduce resistance to innovation in organizations. However, the concept of "innovative development conflicts" does not occur in the work of this foreign researcher.

V. B. Tarabayeva writes: "A. Ya. Antsupov and A. I. Shipilov classified innovation conflicts as "conflicts in various areas of interpersonal relationships," but did not give a clear definition of these conflicts. And the researcher tried to determine exactly what types of conflicts should be included in the category of "innovative development conflicts" and defined this concept[1].

RESEARCH METHODOLOGY

Problems of innovative development that are not addressed in a timely manner can lead to conflicts. At the same time, the wider the coverage of innovation, the more people involved in innovation processes, the more conflicts arise. Radicality in the application of innovation increases the likelihood and severity of innovation conflicts. The faster the innovation processes take place, the greater their level of conflict pathogenicity. These types of conflicts are influenced by socio-psychological, information factors, and the characteristics of other providers of the innovation process. Conflicts that occur in the process of innovative development are complex events, and it is much more difficult to include them in the classification of existing conflicts.

DISCUSSION

According to the researcher, on the one hand, conflicts of innovative development can be included in the list of social conflicts in the field of labor (Russian social-labor conflict), we consider it

appropriate to call this area a field of social conflicts related to labor activity.

The basic interpretation and description of this type of conflict is given by A. L. Svetsitskiy, N. V. Grishina, Yu. V. Platonov, V. I. Shalenko, A. Nazimov, A. I. Kitov, E. V. Volovodova, A. F. Pelenev and other researchers have tried to clarify [8-13]. However, none of the works listed above use the concept of innovation development conflicts.

Russian researcher, Doctor of Psychological Sciences, Professor A. L. Svetsitskiy identifies the following types of conflict:

- conflicts in response to obstacles to achieving results in work activities;
- conflicts that arise in response to an obstacle to the achievement of personal goals by employees in the course of joint activities;
- conflicts arising from the perception of the behavior of team members as inconsistent with the social norms adopted for joint work;

Inconsistency of individual psychological characteristics - needs, interests, direction of values, sharp differences in the level of culture in general, individual conflicts between employees due to incompatibility [9; p 7-8].

N. V. Grishina offers his own variation on the types of social conflicts:

1. Conflicts that arise as a result of obstacles to achieving the main goals of joint work.
2. Conflicts that arise as a result of achieving personal goals in joint work.
3. Conflicts arising as a result of the contradiction of actions with the existing norms.
4. Personal conflicts[8, p-33].

However, the above classifications do not address the conflicts that arise in the implementation of innovations in the workplace.

Some researchers, including F. M. Borodkin, N. M. Koryak, V. S. Nikiforov, K. M. Skobeev, A. I. Prigojin, A. A. Belov [14-17] and others classify conflicts of innovative development as organizational conflicts.

Organizational conflict is the interaction of individuals in harmony, in which the position of each participant is clearly expressed, characterized by the determination of one participant to solve the organizational problem, and the other - to maintain (deepen) it. Individuals participate in organizational conflicts as representatives of organizational positions, in which their actions are either regulated by the existing normative system, or represent the logic of the development of organizations and

become impersonal, inanimate. However, this definition does not address the issue of innovation development conflicts.

Conflicts of innovative development can also be included in the list of value conflicts, in which researchers set as the main condition that new values, preferences will replace the old ones, and in this case there will be strong confrontation and rejection.

V. B. Tarabayeva analyzes the research on the problem of conflicts in the Russian Federation and abroad and draws the following conclusions: Moreover, it is not necessary to equate this concept with the concept of resistance, which is used in foreign literature. At the same time, conflicts of innovative development are characterized by both social-labor and organizational conflicts, conflicts of values, and they imply (including) resistance to innovative development” [1].

CONCLUSION

The conflict of innovative development is a complex, multifaceted phenomenon. We believe that the internal element (a product that includes a person's knowledge, imagination, level of awareness - the cognitive component, the emotional attitude to innovation, trust - the emotional component) can play a greater role in conflicts of innovative development.

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