

ZAMONAVIY FAN, TA'LIM VA TARBIYANING DOLZARB MUAMMOLARI

АКТУАЛЬНЫЕ ВОПРОСЫ СОВРЕМЕННОЙ НАУКИ, ОБРАЗОВАНИЯ И ВОСПИТАНИЯ

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MODERN PROBLEMS OF TOURISM AND ECONOMICS

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METHODS OF IMPROVING PERSONNEL MANAGEMENT IN SCIENTIFIC AND INNOVATIVE ACTIVITIES IN HIGHER EDUCATIONAL INSTITUTIONS

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Annotatsiya: maqolada innovatsion faoliyatni sifat ko'rsatkichlari asosida tahlil qilish uslubining afzalliklari bayon qilingan. Mualliflar tomonidan ishlab chiqilgan uslubiyotning asosiy xususiyatlari ochib berilgan. Oliy ta'lim muassasalarining innovatsion salohiyatini amalda namoyon etishga doir amaliy tavsiyalar berilgan. Oliy ta'lim muassasalari bilan ishlab chiqarish korxonalari integratsiyasi asosida yuqori malakali kadrlar tayyorlashni boshqarishning dolzarbligi, muammolari, ustuvor yo'nalishlari va muhim jihatlari yoritilgan, shuningdek, mazkur soha bo'yicha olib borilayotgan ilmiy tadqiqot ishlari natijasi keltirilgan.

Kalit so'zlar: oliy ta'lim, fan, ta'lim va ishlab chiqarishni integratsiya qilish, malakali kadrlar, boshqaruv ustuvor yo'nalishlari, buyurtmalar portfeli.

Аннотация: В статье описаны преимущества метода анализа инновационной деятельности на основе качественных показателей. Раскрыты основные особенности методологии, разработанной авторами. Даны практические рекомендации для практической демонстрации инновационного



потенциала вузов. Представлены актуальность, проблемы, приоритеты и важные аспекты управления подготовкой высококвалифицированных кадров на основе интеграции вузов и промышленных предприятий, а также результаты исследований в этой области.

Ключевые слова: высшее образование, наука, интеграция образования и производства, квалифицированные кадры, приоритеты управления, портфель заказов.

Abstract: The article describes the advantages of the method of analysis of innovative activities on the basis of quality indicators. The main features of the methodology developed by the authors are revealed. Practical recommendations for practical demonstration of the innovative potential of higher education institutions are given. The relevance, problems, priorities and important aspects of the management of training of highly qualified personnel on the basis of integration of higher education institutions are are presented.

Key words: higher education, science, integration of education and production, qualified personnel, management priorities, order portfolio.

Introduction: In recent years, the development of integration between higher education institutions and manufacturing enterprises, i.e. systems of practice, has become important. Opening of branches of departments of higher education institutions in the production of these issues on the agenda; sponsorship of higher education institutions by employers' organizations and enterprises; ordering qualified personnel, training them on the basis of contract requirements, employment and effective use of their labor; training, professional retraining and advanced training of bachelors and masters on separate, inseparable and distance education from production on the basis of integration; government orders, carrying out experimental design and research work in the field of fundamental and production and economic contracts; in the direction of formation and operation of educational, scientific and industrial associations. In



addition, the areas of cooperation of industrial enterprises with universities can be observed in the equipment of institutions, capital and current repairs, the establishment of production training laboratories.

Literature review: The results of our research show that higher education institutions face a number of challenges in the implementation of their innovative activities. These problems can be divided into financial, economic, legal, organizational, personnel, information and marketing issues.

We study the content, nature, possible solutions to the problems associated with the innovative activities of higher education institutions and express some views on improving the mechanism of formation of innovative potential of educational institutions. In particular, we believe that a special mechanism should be developed to address the current issues related to the provision of resources necessary for the implementation of innovative activities of educational institutions at the national and regional levels (national industries)[2]. It is expected that this mechanism will share the responsibility for creating the necessary conditions for the implementation of this type of activity at all stages of innovation activity between the republic and the regions, as well as allow for rational and comprehensive organizational and administrative work. Accordingly, financial, economic, legal, organizational problems related to the implementation of fundamental research should be addressed at the national level, staffing, information and marketing issues at the regional level.

Analysis: The concept of "complexity" used here is a very broad concept, which means that all stages of innovation activities carried out by higher education institutions at the same time form a harmonious unit, a comprehensive distribution of all types of resources required for innovation activities; this means that all organizational structures at the national, regional and local levels are equally involved in the implementation of measures to support the innovative activities of higher education institutions.

In order to create a mechanism for building the necessary capacity of higher education institutions for innovative activities and put it into practice, we need to



address a number of issues[4]. In particular, the creation of a diverse database characterizing the innovative potential of higher education institutions; financing of projects aimed at building the innovative potential of educational institutions: to determine how the process of providing the necessary resources for innovative activities will be carried out: to create a database of existing information, information on innovative projects; systematic analysis of innovative activities of higher education institutions; development of comprehensive programs for the development of innovative activities in the country, the formation of a monitoring system of planned and implemented innovative projects, and finally, defines the role of the innovative potential of higher education institutions in the system of work to be done.

Decree of the President of the Republic of Uzbekistan No. PP-3151 [1] is the theoretical, legal and normative basis of the above issues. The main priorities of this normative document are the content of training in accordance with the requirements of the knowledge and skills of graduates, the content of training in cooperation with customers and higher education institutions within a month as the main priorities under the control of the heads of the Cabinet of Ministers of the Republic of Uzbekistan, qualification requirements, curricula and programs based on the needs of the industry, redevelopment and approval[7]; introduction of internships in order to organize a systematic study of the requirements for the quality of training of industrial enterprises and organizations by professors and teachers of the profile departments of higher education institutions directly involved in the formation of educational content; to take concrete measures to organize systematic internships of each student of higher education institutions in certain organizations and enterprises of the relevant industry (sector) from the 2nd year, as well as the organization of their practical training in direct production and employment of graduates; introduction of modern forms and methods of teaching, computer and information and communication technologies in the educational process, provision of higher education institutions with modern teaching and laboratory equipment and teaching materials, support and encouragement of research and innovation activities, modern science of higher education institutions tasks for the organization and development of laboratories [1].



The fact that these issues have not yet been resolved has been repeatedly acknowledged by President Mirziyoyev. In particular, as noted at the meeting on October 24, 2018 on further development of higher education, improving the quality of training, expanding the integration of science and industry, "Development of science, integration of research with production, increasing the efficiency of scientific activity, the necessary conditions have not been created for students to conduct research.

The introduction of innovative methods in the educational process, ensuring the coordination of curricula with production and, most importantly, the training of teachers is generally unsatisfactory "[2].

This issue has been studied by many scholars [3-6]. In particular, "the formation and development of the national innovation system" science - education - production "requires leading universities of the country not only to conduct research in the field of fundamental research, but also to use other forms of commercialization of scientific developments" [3].

"Purposefulness occurs only when science serves production, production serves humanity, and man serves the material and spiritual development of the universe" [4; 11], "One of the important strategic directions of the University is the integration of educational, scientific and production activities achieved through the creation of innovative industrial complexes and technology parks" [5; p.39] further enhances the relevance of cooperation between science, higher education and manufacturing enterprises.

Discussion: The ongoing reforms in the country, relevant laws, other regulations and their implementation have a direct impact on the system of continuing education, including the development of higher education institutions. Thus, the integration of science and higher education, as well as the mutually beneficial cooperation of production with the higher education system, does not require proof of the importance of improving the management of training of highly qualified personnel in these institutions[8].



Consistencies and contradictions in the training of highly qualified personnel in higher education institutions and their future professional activities are directly related to the level of interaction between the higher education and production system in the training of bachelors and masters. However, in this integration, it is important that the student learns the sciences on a sequential basis, linking these theoretical knowledge and skills to practical learning and skills during the internship[9]. Indeed, if the integration between higher education institutions and employers is not organized in a timely and correct manner, then it is inevitable that the period of adaptation of highly educated specialists to work in enterprises and organizations will be postponed. In addition, the need for staff in developed countries is met in a different order, that is, the level of education, training, skills and their practical application in higher education is more important than the direction, specialization and qualifications of highly qualified personnel in state and non-state enterprises[10].

The requirements of the above normative documents and the high level of relevance of the issues on the agenda require answers to the following questions:

- In order to enhance the independence, status and prestige of the Republic of Uzbekistan in the near and long term, for example, in 2021-2025, 2026-2030 and beyond, what knowledge and skills, qualifications and experience should personnel have?[11]

- In order to increase the country's economy, GDP, per capita annual value of production, according to the current classification, bachelors and masters should be trained on the basis of the current classification and specialties, which specialists are lacking, which specialties are over-trained, What are the problems in the society as a result?

- What kind of cooperation has been established between higher education institutions and industrial enterprises at the present time, how do these relations work, who coordinates and controls them?[12]

- What are the benefits of mutual integration of higher education institutions and manufacturing enterprises?

- What are the proportions, similarities or differences, contradictions and contradictions between the directions of higher education technology and production technology, what changes are expected in their form and content in the near future?[13]

- What problems arise in the relationship between the management of the education system and industry professionals in the management of training of junior specialists in secondary special education institutions, bachelors and masters in higher education institutions, when, by whom and in what order?

- Is the portfolio of orders formed by industrial enterprises and submitted to higher education institutions, i.e. the "table of the number of requirements for undergraduate and graduate specialties in the next five to ten years" filled in?[14]

- Is the head of the enterprise, who presented the "portfolio of orders" to the university, ready to hire highly qualified graduates in a timely manner in any situation (dismissal of the head, changes in the direction of production, etc.)?

- Does the material and technical base for laboratory and practical training in higher education institutions, the scientific and pedagogical potential of teachers meet the requirements, what additional intellectual knowledge should be given to students?[15]

- Are employers interested in how students are educated in higher education institutions in accordance with their orders, what intellectual capital students have on the basis of this education, how they use internships, how they prepare and defend their dissertations and master's dissertations?

Conclusion: First of all, this issue has not yet been removed from the agenda. The responsibility for finding timely answers to these questions rests with industry leaders, officials and integration participants.

Secondly, the main goal is to increase the effectiveness of training highly qualified personnel who will serve the development of society. However, it is impossible to achieve positive results in society without highly qualified, modern knowledge and technologies, creative thinking, good knowledge of foreign languages



and computer technologies, the ability to use digital technologies in their work and the training of talented personnel. Consequently, increasing the effectiveness of mutually beneficial actions of integration participants will contribute to the development of industries and, ultimately, to the growth of the country's economy.

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