

**MECHANISM FOR ATTRACTING STAFF TO IMPROVE THE QUALITY OF  
EDUCATION**

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*Annotation. Today, the main mechanism for improving the quality of education depends on the quality of teaching and the quality of educational services. At the same time, higher education institutions are required to take an innovative approach to training competitive personnel. After all, the role of the university in the personnel market depends on its competitiveness.*

*Nowaday many professions require the involvement of not only those with theoretical knowledge, but also highly developed, creatively independent thinkers. The main purpose of this is to find specialists who are highly qualified, modern, able to think independently, able to make the right decision, able to achieve the intended. The main goal of the educational institution is to change many rules of the ongoing system of continuing education in the country, the formation of a new science-based system and the application of theoretical knowledge in the production of cooperation with industrial enterprises.*

*Keywords. Education, mechanism of management, innovation process, globalization, regulatory documents, quality, personnel, customer, conception.*

Today, the main mechanism for improving the quality of education depends on the quality of teaching and the quality of educational services. At the same time, higher education institutions are required to take an innovative approach to training competitive personnel. After all, the role of the university in the personnel market depends on its competitiveness. The main goal is to train highly educated specialists who can meet modern requirements. In order to achieve this goal, the education system needs to form a national innovation system, to create an innovative environment and to create a new way of thinking, a high culture.

Nowadays, the solution of tasks in the following priority areas of development of the higher education system in the country has been identified:

- improving the economic mechanisms for the application and implementation of innovative processes at the current stage of reforming the higher educational system;
- effective application of quality management methods in education in accordance with international standards of effective management of higher educational institutions in the country;
- development of effective innovational strategies for higher educational institutions to improve the quality of the education system and the training of competitive personnel based on the use of innovative technologies in the context of globalization and modernization of the national economy;

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- development of scientifically based recommendations for the application in the country of the positive results of the study of effective foreign experience in the development of innovative processes in higher education institutions of the country;
- development of recommendations and improvement the quality of education based on the further dissemination of experience in improving the regulatory framework in higher education;
- expanding the range of modern educational services in higher education in the country in the context of modernization of the national educational system;
- further strengthening the integration between science and industry through the development of innovative processes in higher education.

It is well known that education is the most important thing in the development of society. Potential, knowledgeable, and skilled professionals in any field must be willing to engage in research, create new products, and develop technologies. The process of globalization in the world and the competitive environment between different organizations and companies requires such innovative training from professionals. Training institutions are affected by such market factors as, firstly, the demand for graduates by enterprises and organizations, and secondly, the conditions for applicants to enter higher education. Accordingly, the institution has an impact on the labor market and staffing by providing graduates with the necessary professional training. Due to this, the demand for specialists is constantly growing.

In the new period of development of Uzbekistan, the rapid development of science and technology is radically changing all areas. Today many professions require the involvement of not only those with theoretical knowledge, but also highly developed, creatively independent thinkers. The main goal is to create highly professional, modern, independent thinking, decision-making and goal-oriented professionals. The main goal of the educational institution is to change many rules of the ongoing system of continuing education in the country, the formation of a new science-based system and the application of theoretical knowledge in the production of cooperation with industrial enterprises.

In addition to providing quality education to young people, working directly with production enterprises depends on the skills and abilities of the teacher, the culture of managing the pedagogical process.

In order to achieve the goals set for educational institutions, it is necessary to pay special attention to the following issues in order for graduates to become mature professionals<sup>1</sup>:

- to study the needs of the enterprise in the required number of skilled and required manpower and to provide staff;
- full and effective using of the potential of the employee and the enterprise team as a whole;
- to create conditions for effective work, teamwork, mutual motivation, discipline, a culture of communication, cooperation.

<sup>1</sup>A.Kholiqov, A.Djurayev "Ta'lim sifatini ta'minlash jarayoniga kadrlar buyurtmachilarini jalb etish" educational-methodical complex. Tashkent-2021 22 pages

- meaningful organization of work, working conditions, types of training, opportunities for promotion in professional activities and ensuring the realization of their interests and aspirations in this area;

- coordination of production tasks and social tasks (balancing the interests of the enterprise and the interests of the employee, economic and social efficiency).

In addition, in order to improve the quality of education and meet market demand, it is important to organize education based on market requirements, to link educational areas with them based on consumer demand. At the same time, it is necessary to establish regular cooperation between educational institutions and industries, and to ensure the effectiveness of cooperation between participants and customers. Higher education institutions must first and foremost be able to attract staff to the quality of services and work that graduates can provide. In addition, it would be more effective for employers to send their requirements for the level of knowledge of graduates in the field of advanced technologies and new techniques, along with guidelines for the preparation of graduates, assessment of organizational skills. On the one hand, this will increase the objectivity of the assessment of graduates' readiness, and on the other hand, it will allow higher education institutions (faculties and departments) to improve the educational process (including improving the material and technical base) in order to improve the quality of teaching.

In addition, the higher education institution must study and anticipate the development prospects of the sector in order to improve its level, and periodically adjust educational programs (even if changes in curricula during this period do not meet the needs of consumers of educational services).

At present, the employment of graduates of higher education institutions in their specialties is not well organized, so it is necessary to seriously consider the issue of training and employment of graduates at the required level. I believe that one of the main reasons for this is the fact that today's graduates do not fully meet the requirements of enterprises and organizations, the integration of theoretical knowledge and practice is not properly established. In addition, we can see that there are some problems in the cooperation between universities and employers. In today's age of technology, it is natural that the demand for highly qualified personnel in the modern educational process is growing, but it seems that the knowledge gained by some university graduates is becoming useless when they find a job. As a result, many graduates have to take retraining courses or other majors.

In particular, in January-June 2017, the United Nations Committee on Education, Science and Culture (UNESCO) and a consulting organization: (DGP Research & Consulting) conducted a comprehensive study of the education system of the Republic of Uzbekistan.

Based on the results of the analysis:<sup>2</sup>

- lack of integrity of theory and practice in higher education;  
- as a result of inefficient organization of internships for students in manufacturing enterprises, the majority of graduates re-learn their profession after employment instead of becoming a trained specialist;

<sup>2</sup> Sh.M.Mirziyoyev Resolution " Oliy ma'lumotli mutaxassislar tayyorlash sifatini oshirishda iqtisodiyot sohalari va tarmoqlarining ishtirokini yanada kengaytirish chora-tadbirlari to'g'risida " PQ-3151 dated 27.07.2017.

- the mechanism of quality control of education does not meet modern requirements lack of qualified teachers and management staff in educational institutions;

- shortcomings were noted, such as insufficient cooperation with foreign educational institutions. Therefore, it is important to note that cooperation between the training institution and the employer is a topical issue.

To be a qualified professional, a student has a great responsibility. The student must be able to work on himself regularly during his studies, conduct independent research, master the subject, as well as apply his knowledge in practice. In addition to the educational institution, the student and the employer, the role of parents is very important in this process. In general, it would be fair to say that students, parents, universities (interdisciplinary departments), the interdisciplinary system of employment and employers are responsible for the deep knowledge of the student's specialty and employment.<sup>3</sup>

Taking into account the above, a lot of work is being done in our country in this regard. In particular, in order to solve the staffing problem, special attention is paid to the issues of cooperation with universities. In particular, to identify priorities for the systemic reform of higher education in the Republic of Uzbekistan, to raise the process of training independent-minded, highly qualified personnel with modern knowledge and high moral and ethical qualities to a qualitatively new level, modernization of higher education, the conception of development of higher education institutions until 2030 was approved in order to develop the social sphere and sectors of the economy based on educational technologies. It pays special attention to the issue of active involvement of customers in the process of training highly qualified specialists, according to which the following measures will be taken to actively involve personnel in the process of training highly qualified specialists:<sup>4</sup>

- forming the content of curricula and programs, as well as the distribution of hours on special subjects, based on the latest achievements of science and technology, based on the specifics of the field of study and specialization;

- forming the topics of graduate and master's theses, master's and doctoral dissertations based on the real sector of the economy, as well as regional (regional, district, city, neighborhood, territorial object) issues and the transition to in-depth study of topics;

- strengthen links between higher education institutions and manufacturing enterprises and organize cluster activities;

- establishment of higher education institutions in industrial zones and economic zones;

- to create conditions for students to work outside the educational process in industrial enterprises and organizations in the relevant field;

- ensuring mutually beneficial cooperation of higher education institutions with industrial enterprises, organizations, research institutions;

<sup>3</sup> A.Khalikov, A.Djurayev " Ta'lim sifatini ta'minlash jarayoniga kadrlar buyurtmachilarini jalb etish" educational-methodical complex. Tashkent-2021 Page 28

<sup>4</sup> Sh.M.Mirziyoyev " O'zbekiston Respublikasi oliy ta'lim tizimini 2030-yilgacha rivojlantirish konsepsiyasini tasdiqlash to'g'risida " Decree No. PF-5847 of 08.10.2019

- encourage effective cooperation of education with production through the organization of branches of specialized departments in industrial enterprises, subdivisions of industrial enterprises at higher education institutions, technoparks, business incubators, coworking centers, technology transfer;

- introduce a system of professional development of teachers in the production process, as well as the implementation of effective mechanisms for the involvement of professionals with extensive experience in production, but no academic degree, in the educational process, including as invited and honorary teachers. In this case, the recruitment of these specialists in appropriate positions in accordance with their experience in a particular field.

- improving the organization of effective teaching and student internships in manufacturing enterprises, including the introduction of a system of certification of practical skills;

- creation of targeted educational programs, professional development and retraining courses, training mechanisms on the basis of higher education institutions with the involvement of experienced practitioners on the basis of applications from customers;

- on the basis of reforming the structure of higher education institutions, to provide comprehensive assistance to students in internships and employment, to form a list of potential employers and cooperate, to establish "Career Centers" aimed at effective use of the potential of former graduates;

- support the activities of centers for assessing the knowledge and skills of graduates of higher education institutions;

- to establish mutually beneficial cooperation between customer clients, research institutions and higher education institutions on issues such as conducting research and commercialization of their results, and to develop the activities of business incubators and venture financing, to improve the relevant regulations on these issues;

- introduce a system of binary (dual) defenses for awarding doctoral (basic doctoral) degrees in order to ensure the rapid implementation of the results of doctoral dissertations in practice, to increase and stimulate the interest of young people in scientific activities;

- commercialization of scientific results in competitions for fundamental, applied and innovative research, determination of the amount and duration of grants based on the period of their implementation in practice;

- forming the composition of boards of trustees at the expense of personnel customers, large employers, public figures and entrepreneurs who have achieved great success in the relevant field;

- establish a tradition of annual national surveys of personnel recruiters throughout the country in order to determine the compliance of graduates' qualifications with the requirements of the industry, the shortcomings in staff training and their elimination.

Thus, the main management unit of the higher education system, which carries out mutually beneficial cooperation with the customer, is the specialty departments of higher education institutions. In order to establish this cooperation, it is necessary to form groups of leading professors and teachers, representatives of relevant industrial enterprises, doctoral students, masters and gifted students at the specialized departments. In addition, faculties and departments should receive information on the

capacity of staff, level of training, consumer requirements and requirements for assessing the quality of graduate training, and monitor the prospects of professional development in the industry, adjust curricula and organize the educational process accordingly.

It is also necessary for manufacturing companies to submit their requirements to the university in advance, to attract the necessary specialists, to involve students in internships during their studies, to arouse their interest in the profession, and at the same time to create incentives for them. In line with this, the material and technical base should be developed and the training and retraining of scientific and pedagogical staff of higher education institutions should be carried out. At the same time, in order to determine the place and position of training (internship), it is advisable to develop plans for training in cooperation with employers.

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