

Quality Education as an Important Factor in the Growth of Auspicious Personnel

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ABSTRACT: This article discusses the problems in the system of training staff and their development, the challenges of ensuring and ensuring a high quality of education. In addition, information was provided on the results of a sociological study conducted by the Institute for Youth Studies and Training of Prospective Personnel under the Academy of Public Administration under the President of the Republic of Uzbekistan on "Studying the desires and interests of graduates of higher education.

KEYWORD: education, youth, prospective staff, legal culture, science, teaching methods.

INTRODUCTION

It is known that on October 8, 2019, the President of the Republic of Uzbekistan signed the Decree "On the Concept of Development of the Higher Education System of the Republic of Uzbekistan until 2030", which focuses on raising the process of training qualified personnel to a qualitatively new level, issues of modernization of higher education. Significantly, this Decree provides for the introduction of advanced standards in the higher education system, including the gradual transition from education aimed at the acquisition of theoretical knowledge in the curriculum to the formation of practical skills. Decree UP-5953 "About the State program on strategy implementation of actions in five priority directions of development of the Republic of Uzbekistan in 2017 - 2021 in "Year of development of science, education and digital economy" [1]

In particular, it is planned to "create at least 500,000 permanent jobs through the investment program for the integrated development of regions and industries, the creation of new large and small projects in industry, agriculture, services and other areas, as well as the expansion of existing ones." Despite the extensive work being done in this area, young people, especially graduates of higher education institutions (HEIs) Taking into account some shortcomings in the field of employment, employment in their specialty, the Institute for Youth Studies and Training of Prospective Personnel conducted a survey among graduates of leading universities in 14 regions of the country (bachelor - 4th year, master - 2nd year) and 1,200 young people participated. The students who participated in the study, 60.9% were men and 39.1% were women.

It should be noted that today in most regions of the country, students from other regions study at universities, and this figure averages 70%. The study also focused on the needs of employers, the labor market, and the views of HR specialists and managers (about 300) of major government agencies and enterprises in the regions as employers (experts) in order to clarify the various conflicts that may arise. The majority of students surveyed are young people studying in Tashkent, which is mainly due to the fact that most of the country's prestigious higher education institutions are located in the capital. During the study, employers mainly complained about the education system of higher education institutions, focusing on the fact that the level of professional training and practical skills of graduates of higher education institutions do not meet the requirements. In particular, 62.3% of employers reported that vocational training of graduates had partially improved in the last two years, but this was still insufficient, 14.8% reported a sharp improvement, and 12.6% reported no change at all.

In addition, as a result of visual studies in higher education institutions and reliable conversations with professors, it is impossible to apply in practice the scientific and theoretical knowledge provided to young professionals in some specialties, that is it is evident that the development of technological processes is not taken into account in the curriculum in the process of students' practice period. Today, the development of the quality of education in higher education institutions in line with modern requirements, the study of advanced foreign experience, the radical improvement of the system of professional development of professors and teachers are among the urgent tasks. 53.1% of graduate students who took part in the survey said that education in educational institutions should be further strengthened. Only 26.2% of participants said that they were satisfied with the quality of education in higher education institutions and then fully believed that they would continue to work in their specialty, while 10.7% said that students were not satisfied with the quality of education at all. 5% of students said that they do not believe that they will be able to work in their specialty due to the quality of education.

When analyzing the dissatisfaction with the quality of higher education in the regions, it was observed that it is higher in Fergana (29.3%), Andijan (21.3%), Namangan (20.2%), Jizzakh (17.3%) regions. Today, the lack of quality education, strong competition in the labor market, lack of vacancies, in general, the issue of employment is the main concern of graduate students. 39.6% of respondents said that finding a good, decent job is the main concern for them, while 26.1% said that continuing their education, 10.4% careers, 7.5% going abroad, 7.2% starting a family and other problems expressed more concern.

The presence of various negative factors in the higher education system today not only affects the quality of education, but also leads to increased dissatisfaction of students with the educational institution. One-third (29.2%) of graduate students surveyed said they were dissatisfied with the educational process due to the large number of extracurricular subjects in higher education institutions. In addition, 13.9% said that the level and quality of education did not meet the requirements, 13.3% said that it was difficult to find the necessary textbooks and literature in libraries, and 13.1% said that injustices in assessing students' knowledge were reasons for dissatisfaction with the educational process. Analysis by regions showed that the negative situation in higher education institutions is a different nature. In particular, 81.8% of students in Tashkent region do not meet the requirements of the level and quality of education, 51.4% of students in Namangan region are dissatisfied with the socio-spiritual environment in educational institutions. 58.1% of young people in the Republic of Karakalpakstan reported injustice in the assessment of student

knowledge, and 72.2% of young people in Andijan region reported more cases of bribery and corruption.

Emphasizing the interest of young people in work, the fact that today most students prefer to work in government agencies and organizations, the main reason for this is the stability of salaries in government agencies and organizations, high prestige in society and the opportunity to rise to higher positions. 54.2% of respondents plan to get a job in government agencies and organizations after graduation.

As can be seen from the chart above, 23.2% of the graduates reported that they wanted to continue their activities in organizations and educational institutions operating in the scientific field, 19% of graduates wanted to continue their activities in small business and entrepreneurship, 3,5 of graduates would find it difficult to answer. It should be noted that the work to encourage graduates of higher education institutions to engage in scientific activities, to increase their interest in science is not in demand. In a day-to-day information society, the media is becoming an integral part of people's lifestyles. The media, in turn, has a significant impact on the decisions of young people to pursue a particular profession. While 41.7% of respondents said that they receive information about a profession or occupation that attracts young people through the media, 36.4% acknowledged the position of the educational institution (teachers, lectures and interviews) in this regard.

It can be seen that external influences are a priority when most students choose a major or profession. It is obvious that the higher education institutions do not provide students with sufficient information about their future specialties and innovations in this area. Only 8.2% of respondents admitted that they prefer the profession they work in, try out, and observe, rather than through other sources. Also, 6% of participants said that excursions and visits to enterprises, 4.3% said that parents and relatives play an important role in this regard.

Based on the above indicators, it is expedient to eliminate the existing shortcomings on the basis of the following proposal [2].

Conclusion.

- Revision of state educational standards and curricula developed in each field in connection with the transition to a credit-modular system of education, their formation on the basis of state educational standards and curricula developed in that field and based on the requirements of the labor market;
- abandonment of the template (template) of the State educational standard and qualification requirements accepted as a model for all areas;
- Granting academic independence to each higher education institution, leaving the development of qualification requirements and curricula to those higher education institutions;
- to get acquainted with the activities of technoparks and business incubators established under many foreign higher education institutions. It helps students to gain practical experience in their specialty and to develop their skills in accordance with the requirements of the labor market;
- Introduction of a new modern electronic system for assessing students' knowledge in higher education institutions, the transition to a credit modular system of assessment;
- The subjects taught in higher education institutions in the field and direction, and their teaching methods are used not on the basis of specific individual or group interests, but in foreign

experience, to help students think logically, solve problems quickly and rationally, the type and conditions of work offered by employers, shaping in a skill-generating direction;

- Involvement of practitioners in the learning process in higher education institutions in order to improve the practical skills of young people (for this it is necessary to strengthen cooperation between higher education institutions and employers);
- Higher education institutions should develop curricula that take into account the needs of developers, taking into account regional specifics (higher education institutions should intensify monitoring and research in this area);

References.

1. "Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021" signed by the President of the Republic of Uzbekistan
2. Analytical document prepared by the Institute for Youth Studies and Training of Prospective Personnel under the Academy of Public Administration under the President of the Republic of Uzbekistan. 25.03.2020.