



SCIENTIFIC AND THEORETICAL BASES FOR ASSESSING THE QUALITY OF STAFF TRAINING IN THE SYSTEM OF HIGHER EDUCATION

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ABSTRACT: - The article is aimed at wide coverage of the scientific-theoretical basis of evaluating the quality of personnel training in the higher education system. Also, a computerized system of monitoring the process of training highly qualified personnel in the higher education system was proposed.

KEYWORDS: Highly qualified personnel, quality, assessment, higher education institutions, graduates, competition.

INTRODUCTION

The processes of reforming all aspects of the life of the society of the Republic of Uzbekistan did not bypass the education policy. It caused the search for new attitudes in education policy, defined a new view of the role of education. The end of the 20th century and the beginning of the 21st century were characterized not by a revision of the educational strategy, but by the development of specific new priorities. One of such priorities is the process of training highly qualified, competitive personnel and its quality.

It should be noted here that developed countries of the world and leading the world community (including: Norway, Ireland, Switzerland, Iceland, Hong Kong (special administrative region - MAR), Germany, Sweden, Netherlands, Australia, Denmark, Finland, Singapore, Great Britain, New Zealand, Belgium, Canada, the USA, Austria, Japan) looking at the development path, ensuring the principles of human development, improving the competitiveness and quality of education, reforming it, turning it into a self-developing system that meets the changes taking place in the world and the

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growing needs of society. , among other things, it can be witnessed that the issue of increasing the potential of personnel and the competitive environment has never been left out of the attention of the society's management.

The adherence of these countries to the belief that "where there is healthy competition, there will always be growth and development" has motivated higher education institutions (HEIs) to take a place in the list of the most prestigious universities in the world, to increase the potential of personnel, to train and develop potential personnel for the labor market. Competition was highly valued as a "power" that leads to the improvement of labor efficiency and sustainable development of the country, and quality as a "golden key" that opens the "door" of competition.

Due to the strength of healthy competition, these countries are not only in the field of education, but also in other areas and aspects, including social development (including: Norway - 92.63%, Finland - 92.26%, Denmark - 92.15%, Iceland - 91, 78%, Switzerland - 91.78%, Canada - 91.41%, Sweden - 91.20%, Netherlands - 90.57%, Japan - 90.44%, Germany - 90.32%, Australia - 90.28 %, New Zealand – 90.02 %, Ireland – 89.47 %, Austria – 89.44 %, Belgium – 88.68 %, South Korea – 88.42 %, Great Britain – 88.25 %, France – 88 ,23%, Spain - 87.53%, USA - 86.29%, Singapore - 84.73%, achieved great success and results and showed high indicators in the ranking of world countries [1].

The Republic of Uzbekistan took the 95th place out of 169 countries in the ranking of world countries on social development, and the index was 65.90% [1]. Also, in the ranking of world countries on human development, it took the 106th place out of 189 countries, and the index (ITI) was 0.720 [2].

The fact that our republic ranks 106th out of 189 countries in the list of world countries and is among the countries with a high level of human development, all the large-scale reforms and noble actions carried out in our country are aimed at increasing the level of human literacy, human development, his maturity, rights, dignity. it shows that it is focused on ensuring its value and legal interests, and improving the standard of living. However, when its index (0.720) is analyzed by group, i.e. when compared with other countries with a high level of human development (the high level of human development is in the range of 0.700-0.799, its average is 0.750), it is lower than the average indicator, which indicates human potential, literacy, including shows the relevance of deep scientific and practical research of ways to improve the quality of training of highly qualified personnel.

LITERATURE ANALYSIS AND METHODOLOGY. The essence of the 100 goals in the seven areas mentioned in the Decree "On the Development Strategy of the New Uzbekistan for 2022-2026" and its Annex 1 (Development Strategy of the New Uzbekistan for 2022-2026) signed by the President of the Republic of Uzbekistan is the essence of human dignity. means that it is aimed at improving, ensuring rights and interests, increasing literacy and potential [3]. In particular, the goals (goals 46-52) set in the fourth direction of the development strategy of New Uzbekistan for 2022-2026 (IV. Conducting a fair social policy, development of human capital) reflect the high attention to the quality of training of highly qualified personnel and prove the issue of relevance mentioned above. shows [3].

DISCUSSION. It should be noted that three constituent components are taken into account when calculating the Human

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Development Index [4]. One of the three components to be considered is the literacy level of the country's population. The level of literacy of the country's population, in turn, is directly related to the field of education. Education is the main tool in the development of a person, in the acquisition of deep theoretical knowledge, practical skills and qualifications, in the assimilation of social norms, and in the formation of abilities to enter an economically active life. It is impossible to achieve perfect human development, i.e. training of potential personnel, and stable socio-economic development with personnel without potential, without raising the educational sector to a new level in terms of quality. Qualified, high-potential personnel is the most important factor affecting the solution of the whole complex of socio-economic, political-legal, spiritual-educational, technological and humanitarian issues. If we look at it from this point of view, the issue of relevance mentioned above has been confirmed once again, in this regard, today in our country, the development of the higher education system, the creation of ample opportunities for studying in higher education organizations, the qualitative improvement of the training of

highly educated specialists, education It requires the consistent fulfillment of tasks such as increasing the prestige of the residences, strengthening cooperation with foreign research centers, institutes and universities.

Also, despite the fact that systematic work is being carried out on priority tasks such as increasing the scientific potential of personnel of higher education organizations, expanding the scope of training of scientific and scientific-pedagogical personnel, increasing the level of coverage of the population with higher education, the higher education system is still lacking in the training of qualified specialist personnel for economic sectors. It was found that there were problems that needed to be solved (Figure 1).

These problems have a direct negative impact on the process of training highly qualified personnel. Failure to study this process and the events affecting it in time, failure to make important and fateful decisions about personnel training activities of higher education institutions in necessary conditions can lead to negative consequences in the current competitive environment.

Problems to be solved in the higher education system

To this day in a number of higher education institutions:

- the existence of an unhealthy competitive environment is an obstacle to the growth of scientific and pedagogical potential;
- lack of close cooperation relations with prestigious scientific centers and higher education organizations of the world;
- lack of cooperation in the field of personnel training with the personnel orderers;
- Internships and professional development of personnel engaged in scientific activities in leading foreign scientific centers and higher education organizations have not been systematically implemented;
- lack of serious attention to the issue of involving foreign teachers in the educational process and increasing their importance;
- little attention is paid to increasing the number of foreign students, which is the reason for increasing the level of internationalization of the country's educational services market;
- the average age of pedagogues with scientific potential remains high, and the work of rejuvenating the personnel has not been systematically implemented;
- the deepening of the integration of science and practice in the fields, the work of harmonizing the ongoing scientific research with practice has not been systematically implemented.

In the majority of professionals who graduated from a higher education institution:

- lack of skills to combine the acquired knowledge with practice in the educational process;
- lack of competence;
- not having the skills to work with modern technical and technological devices, to use information and communication technologies;
- lack of motivation to master innovations, work independently, self-awareness, development, improvement;
- that the state did not understand the concept of me, I the state;
- low level of preparation for practice;
- lack of professional qualifications affecting competitiveness;
- lack of communication skills to establish business relations;
- not having enough information about the state of demand in the labor market according to the direction (specialty) of the graduate;
- lack of ability to quickly adapt and act in non-standard conditions and situations in which selection conditions arise, analyze "problematic situations" in professional activity, develop and implement a strategic action plan;
- inability to quickly adapt to the changing, innovative environment, society.

Figure 1. Problems to be solved in the higher education system

To fill the labor market with qualified personnel, to reduce the level of social inequality, to strengthen the structure of civil society, to ensure effective employment and the well-being of people creation of conditions for the full and comprehensive implementation of their capabilities, solving problems such as poverty reduction, sustainable development and economic growth, as well as achievements in scientific-technical, socio-political, socio-economic, socio-cultural and all other fields .

Since highly qualified personnel is considered the most important factor that directly affects the fundamental reforms and updates implemented in the countries, developing and improving the education system, including the higher education system, improving the quality of the personnel training process, evaluating the results of their training in higher education, the Commonwealth of Independent States Many scientific studies and researches have been carried out in CIS member states and our republic.

The comprehensive study and analysis of these large-scale scientific studies from the point of view of socio-economic, political-legal, management theory, pedagogical-psychological aspects, serves as the main tool in our scientific understanding of how important the role of potential personnel is in the country's development.

Economist, A. O. Ochilov, in his scientific work, focused on increasing the management efficiency of highly qualified personnel training in many ways. In this regard, the author proposes optimization of the number of

subjects taught in the higher education system and duration of study, a multi-level model for managing the improvement of the quality of higher education, a model for the distribution of graduates of higher education institutions to enterprises taking into account the demands of the labor and educational services market, and mechanisms for improving the efficiency of its management. done [5].

Economist N.R. Rakhmanov, in his scientific work, paid attention to the regional aspects of the quality of personnel training in the higher education system based on the features of regional socio-economic development. The author has developed alternative scenarios for harmonizing the regional labor market and the higher education system, taking into account factors such as the rating of higher education institutions, the material and technical base, and the competitiveness of personnel [6].

Another economist, O.S. Kakhharov, evaluated the organizational and economic mechanisms of increasing competitiveness in the market of higher education services, taking into account the internal and external factors that affect it, in order to improve the management mechanism of competitive personnel training in the higher education institutions of the region, and evaluated the higher education institutions by multi-criteria proposed the methodology of comprehensive assessment [7].

Legal scientist B.B. Kadirov, paying attention to the organizational and legal issues of personnel training in the higher education system, scientifically substantiated the need to define the legal status of the faculty, which

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is considered the main subject of this process, to increase the position of the faculty [8].

J.O.Kucharov's scientific works are focused on the issues of improving the system of training qualified personnel in sectoral (agricultural) higher educational institutions, in which he proposes to present the latest achievements and necessary information in the field of science to improve the knowledge, skills, and qualifications of students, new education and in order to effectively introduce the forms and methods, scientifically based recommendations were given regarding the establishment of the "Center for Testing and Implementation of Modern Forms of Education in Agriculture" and methods of financing it [9].

A.A.Salimov's scientific research aimed at developing the main directions of the concept of human development in the field of education scientifically substantiated the suggestions that increasing the status of people with intellectual potential should become the main principle in the republic by calculating and evaluating the indicators of the human development index in the field of education [10].

D.H. In researching the ways of effective use of intellectual capital in the context of the transition to an innovative economy, Vahabova improved the method of evaluating the impact of human capital on economic growth, made scientifically based proposals by evaluating the impact of the average duration of women's education on economic growth and the impact of engineering-technical education graduates of higher education institutions on the transition to the innovative economy [11].

N.Q. Haqnazarova based the main methodological principles of forecasting the

process of personnel training in higher education institutions, taking into account the priority directions of innovative development of economic sectors and regions, from a pedagogical and scientific-theoretical point of view. He developed recommendations on improving the quality of training of highly qualified personnel in HEIs and improving the pedagogical mechanisms of their development based on the requirements of the labor market [12].

U.F. Sabirova, in her scientific work aimed at developing a comprehensive mechanism of sociological monitoring of the processes of improving the quality of higher education in the country, using multi-level monitoring technology, conducted sociological research and developed practical proposals and recommendations for the introduction of a complex qualitative monitoring mechanism into the higher education system [13].

For the analysis of the competitiveness of graduates of higher education institutions in the labor market, O.V. Borisova defined a list of internal and external environmental parameters that affect the level of professional training of graduates of higher educational institutions, proposed the conceptual basis for researching the parallel market of educational services, which is a threat of reducing (reducing) their competitiveness [14].

In his scientific work, T.A. Pershina determined the development trends of the higher education system, the number and composition of higher education institutions, the potential of students, professors and teachers, the material and technical base, financial and economic indicators based on the results of statistical analysis. proposed an integral indicator of educational attractiveness (engagement) [15].

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In the scientific work of A.A.Borisova focused on the management of competitiveness and employment of graduates of higher education institutions by profession, he identified a set of necessary and sufficiently important factors that determine the degree of competitiveness in two types of employment (primary and current) that are causally conditioned (interrelated), each proposed a method of aggregating variable values for one factor into a single resulting amount [16].

O.A. Sinichenko in his scientific work improved the mechanism of managing the employment of graduates of higher educational institutions aimed at increasing the level of employment and competitiveness of graduates by developing an information-analytical interactive monitoring subsystem (system) [17].

I.V. Ryazantseva, in her research on improving the quality of training of specialists, proposed a model of formation of specialist competitiveness in the process of continuous education, developed a method of assessing the level of competitiveness of a specialist according to the model [18].

M. V. Polevaya developed theoretical and methodological approaches to the formation of the personnel training system for the tourism industry in the context of economic modernization [19].

In his scientific work, E.S. Bogdan theoretically and methodologically justified the need to develop a unified approach to manage the formation of the competencies of graduates of higher educational institutions that are in high demand in the modern economy, and developed the concept and methodology of the formation of the graduate competencies model [20].

Despite the fact that the processes of personnel training in the scientific researches of the above-mentioned scientists were studied and researched from socio-economic, political-legal, management, pedagogical-psychological aspects, but taking into account the factors affecting the process, quality, and efficiency of highly qualified personnel training in higher education institutions of the Republic of Uzbekistan - evaluation and analysis using mathematical methods and models, their evaluation indicators, the demand for highly qualified personnel in the labor market and the analysis of the level of their employment, there are almost no researches in which scientific and practical proposals have been developed.

In our opinion, economic-statistical analysis of personnel training processes of higher education organizations, finding the optimal options for their solution with the help of economic-mathematical modeling and digitization, in our opinion, is of great importance as a way to eliminate the above-mentioned shortcomings.

Economic-statistical analysis includes statistical monitoring and evaluation of the development trends of personnel training processes over the years, as well as forecasting the conditions for raising it to a qualitatively new level. In the conditions of the market economy, it is important to study the changes over time and forecast the results of the processes of improving the quality of training of highly qualified personnel, which ensure the sustainable development of all sectors and aspects of our country and economic growth in higher education institutions. In the future, in which regions should the branches of higher education organizations and prestigious universities in foreign countries be established, which specialists are in high

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demand in the labor market according to the proposals of personnel buyers, based on this, it is necessary to increase the admission parameters for these specialties, which parameters of education in the process of training highly qualified personnel helps plan where more attention should be paid.

CLEAR CONCLUSIONS AND PRACTICAL SUGGESTIONS. In this regard, a computerized system of monitoring the process of training highly qualified personnel in the higher education system developed by the author is presented. The computerized system of personnel training process monitoring is structurally divided into two blocks.

The first block is models for the evaluation of the capacity of HEIs, in which the following issues are planned to be resolved:

- Economic-statistical analysis of the scientific potential of professor-teachers. Within the framework of this issue, it is necessary to determine the number of higher education institutions, the number of professors and teachers working in them, including those with academic degrees and academic titles, their share in the total number, and trends in the number of academic degrees for the period under study.
- Determination of the number of educational and laboratory rooms, student residences, information resource centers, personal computers, personal computers connected to the Internet and personal computers used for educational purposes, as well as educational equipment, in order to carry out an analysis of the state of the material and technical and information and communication base and infrastructure of the Higher Education Institution. It will be necessary to assess the provision of modern educational laboratory

sets, personal computers used for educational purposes.

- With the help of the model of evaluation of the financial condition of HEIs, the volume of financing of HEIs from the budget, extra-budgetary funds, including the level of attraction of local and foreign investments is determined.
- Economic-statistical analysis and forecasting model of the number of HEI students, HEI admission results, HEI graduates, number of foreign students studying in HEI. Within the framework of this issue, the number of applications submitted for admission to higher education for the period under review, the number of applicants for one place, the number of students per 10,000 population, the number of students admitted to higher education institutions, the number of students studying in higher education institutions, including the number of foreign students studying, It is necessary to determine trends in the number of specialists who have graduated from vocational training, the number of specialists who have graduated from vocational training per 10,000 inhabitants, and the number of specialists who have graduated from vocational training.

The second block is models for evaluating the quality of the personnel training process, in which the following issues are planned to be resolved:

- Model of assessment of primary knowledge of students. This model, taking into account the quality of the learning process, the state requirements for the educational content and the characteristics of the internal quality standard of the university, with the help of expert methods or test questions, the formation of the initial and intermediate levels of the learner's learning, the knowledge, skills,

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qualifications and competences acquired in general secondary and professional education. level, the ability to use media resources and information and communication technologies, the ability to independently and consciously choose a profession should be developed by determining, controlling, evaluating.

- A model for evaluating the quality indicators and achievements of students' (graduates) learning. This model is based on the determination of seasonal grades, that is, the results of students (graduates) at the end of two semesters.

- A model for evaluating the quality of curricula, academic subjects and knowledge. It is appropriate to create this model by determining that the educational programs meet the requirements of the state educational standard and that the content is innovative, the interdependence of educational subjects, and the quality of knowledge is fundamental, robust and necessary in production.

- Analysis of the level of employment of graduates in the labor market. This issue can be solved by determining the level of demand for graduates in the labor market, studying their competitiveness and employment levels.

It should be noted that most of the indicators that determine the quality of the personnel training process listed above do not have quantitative characteristics, so it will be possible to use integral indicators of quality content assessment that will allow them to be brought to a "single unit" and determine the general result about quality on the basis of qualimetry.

To solve these issues, first of all, it is necessary to create a database (database). Data, in turn, are obtained from the information systems of higher organizational bodies in accordance with the research object. Information on the process of training highly qualified personnel is obtained from the information systems of the Ministries of the Republic of Uzbekistan (Ministry of Higher and Secondary Special Education, Ministry of Employment and Labor Relations), the State Statistics Committee of the Republic of Uzbekistan, and higher education institutions.

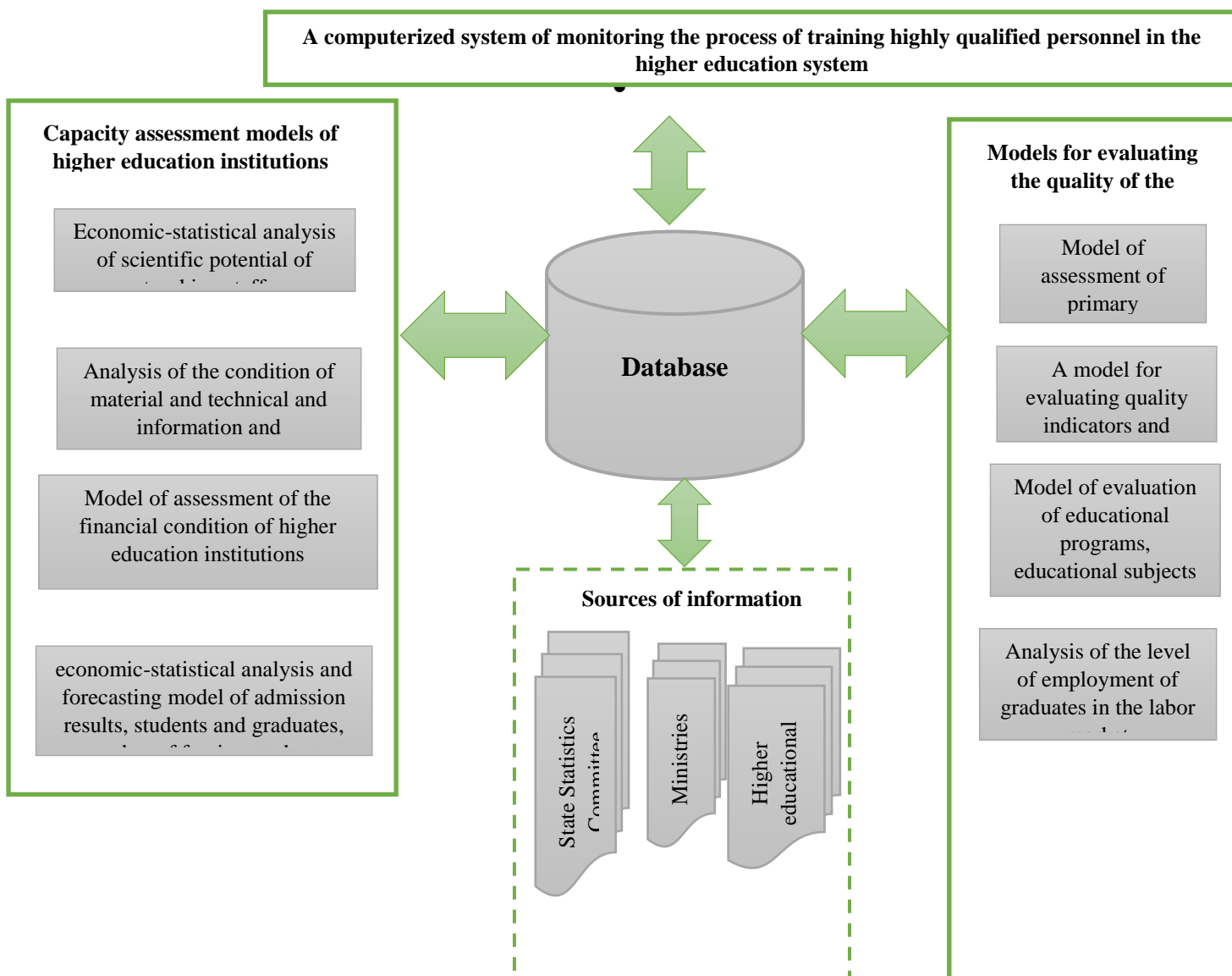
Through the computerized system of monitoring the process of training highly qualified personnel in the higher education system, not only the quality of the personnel training process and the factors affecting it, but also the potential of higher education institutions and the factors affecting it, as well as the assessment and analysis of these two inseparable elements in an integral relationship can be reached.

According to the results of monitoring (analysis and evaluation), it is possible to assess the quality of the process of training highly qualified personnel in the country, the position of potential personnel in the society, or determine the prospective directions of training personnel with intellectual potential.

The resolution of the above-mentioned issues is the main support in the development of scientifically-theoretical suggestions and recommendations for eliminating the deficiencies of various levels and increasing the achievements identified in the process of training intellectual potential personnel in HEIs.

Figure 2.

A computerized system of monitoring the process of training highly qualified personnel in the higher education system¹



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¹ It was developed by the author by analyzing the researches of economists

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