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ISSUES OF IMPROVING THE QUALITY OF STAFF IN THE HIGHER EDUCATIONAL INSTITUTIONS OF THE REPUBLIC OF UZBEKISTAN

Abstract: The article examines the quality of training of personnel of leading higher educational institutions, as well as the accumulated experience in employment of graduates of higher educational institutions. The author at the end of the article suggested recommendations for further development of improving the quality of education.

Key words: labor market, education market, graduates, job placement.

Language: English

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Introduction

It is well known that the inconsistency between the demand and supply of skilled labor for the period of market reforms since the early nineties of the 20th century has been the main problem of the interaction of labor and education services markets. With Uzbekistan's transition to a market economy, it was necessary to adapt the country's higher education institutions to the changes in the environment and to adapt educational programs to the needs of customers - entrants and their parents. These "fashion" professions have led to excessive production of their specialties and insufficient staff for the country's economy.

Currently, some of the economically active population is unemployed, and the unemployment rate is growing in the workplace, especially in terms of intellectual labor. Graduates of the university who are the first to enter the labor market are in a worse situation than those with a professional background. The situation is complicated by the provisions of the Labor Code (paragraph 3, "Employee Benefits"), which imposes burden on employers on different levels of education, including those who have come to study independently. In accordance with Article 249 of the Labor Code, the employer is required to provide additional vacations to the workers of this category, reduce the working week, and pay the attendance fee.

In addition, occupations and specialties resulting from vocational training are not always in

line with market demand. As a result, the proportion of young unemployed people in 2016 is more than 30% of those under the age of 29. At the same time, there is a shortage of labor force in industry, trade and many other services. The problem of young people's vocational training, job placement and job placement is typical for many graduates of national HEIs. For many OMMs, even the most prestigious ones, such as the National University of Uzbekistan named after Mirzo Ulugbek, the University of World Economy and Diplomacy, Tashkent State Economic University, and the Tashkent Medical Academy, are finding jobs for graduates as well. That is why in recent decades the number of graduates has increased. Occasionally, there are cases when vacancies are not available because they do not meet the requirements of the workforce.

In order to ensure effective solution of the tasks outlined in the Decree of the President of the Republic of Uzbekistan "On measures for further development of higher education" from April 20, 2017, qualitative improvement and improvement of higher education, strengthening of material and technical basis of HEIs and modernization, modern educational and scientific laboratories, information and communication technologies, the system of higher education for 2017-2021 The program has been approved. According to the program, construction, reconstruction and overhaul works will be conducted at 48 HEIs in 2017-2021 with a total of 180 training, research laboratories, sports facilities



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and social and engineering infrastructure. At the same time, 400 laboratories at 53 HEIs are gradually equipped with the most up-to-date educational laboratory equipment, and 7 HEIs have been set up to establish jointly used scientific laboratories for all HEIs [4]. All this determines the relevance of the research topic.

Literature review

A series of researches of our native and foreign authors are dedicated to the relationship between education services and the labor market. Forecasting of demand for specialists and skilled workers has been studied in the works of Penfield K.C. [6], Nedvetskaya M.N.[7], V.G.Puzikov [8], T.Zaslavsky, H.Sizonenko [9], V.A.Sadovnichev, V.P.Sergeeva [10], O.V.Bashlai [11], A.Fedulina are devoted to the problems of training and education services market V.Artamonova, L.V.Vyvanutina, A.P.Katrovskiy, N.V.Mikryukova, T. A.Polyansky, O.V.Potashev, T.V.Menshikov, S.A. Ivashenko, V.S.Turkin, Yu.V.Chetaykin, L. L.Bukin, L.Suvorov, D. Filippov, N.Churchinov made a great contribution to the study of the problems of the labor market and educational services market in the region. Youth employment problems S.N.Ikonnikova, R.P.Kolosova, L. Kostin, A.Kotlyar, V.F. Lazarev, V.V. Makarov, T. Razumova, F. R. Filippov, P.Chukreev and others. Implementation and reform of the education system, employment of young specialists, F. Gaisin, B.Gershunskaya, I.M.Ilinskaya, A.I. Kovaleva, O.N.Kozlova, D. K. Konstantinovskaya, Yu.A.Ogorodnikov, N.P.Pishulin, L.I.Romankova, M.N.Rutkevich, A.Savelev, VVSerikov, F. R. Filippov, V.G. Kharcheva, V. Chuprov, F. E. Schaerger, V.N. Shubkin were studied in [3]. In Uzbekistan, these problems have been studied in scientific journals of M. Mirzakarimova, U. Rakhimov and analyzed the existing problems and measures taken to ensure the integration of business, state and higher education institutions, and developed recommendations for implementing the marketing approach to the industry [2].

Research Methodology

This research has been studied and analyzed by researchers in the field of research, economics and economics scientists, as well as scientific research on the role of employment in economic development. The main aspects of employment of graduates of higher educational institutions of the country, raising competitiveness of educational institutions and their accession to educational institutions of developed countries were studied. Identifying specific tasks for the expansion of the training system of specialists in

need in the labor market in Point 4.3 of the Decree of the President of the Republic of Uzbekistan "On Strategy for the Further Development of the Republic of Uzbekistan", dated February 7, 2017, "Development of the Education and Science Sector" demonstrates the importance and relevance of the research. During the research, it was emphasized that the state of the employment of graduates of higher educational institutions of the country, the role of educational institutions in raising their competitiveness and their role in the development of the economy, practical measures to ensure employment of graduates, their results, employment of graduates of higher educational institutions and postgraduate education, as well as statistical, observation and comparative analysis of the dynamics of changes over the years moment used. The scientific recommendations and practical recommendations provided in the article extend the opportunities for employment of graduates of higher educational institutions of our country and increase the competitiveness of educational institutions.

Analysis and results

The specific aspects of the labor market and the education services market's interaction have been widely covered in national and foreign literature. However, the interaction between the labor market and the education services market in the area of higher education, the employment of university graduates requires further study. In the 2018-2019 academic year, 60 HEIs and their 19 branches are operating in Uzbekistan [4]. Our analysis shows that there is no mechanism of forecasting necessary professions in Uzbekistan. The current database is not sufficiently formulated in practice and does not allow the country's demand for a particular profession, especially in the long term. That's why educational institutions are trying to help their alumni independently. Many HEIs in the capital have practical experience in career guidance.

If we consider these indicators in a separate university, Tashkent State Pedagogical University (98.3%), Uzbekistan State University of World Languages (96.6%), Tashkent Architecture and Construction Institute (94.3%), Tashkent Institute of Chemical Technology (93.7%) had a higher rate of job placement than the recipients of state grants on pay and contract basis. On the contrary, employment rates for graduates of the University of World Economy and Diplomacy (24.2%) and Tashkent State Institute of Oriental Studies (23.9%) were high. As it can be seen from the data, competition among higher education institutions is growing steadily [4].



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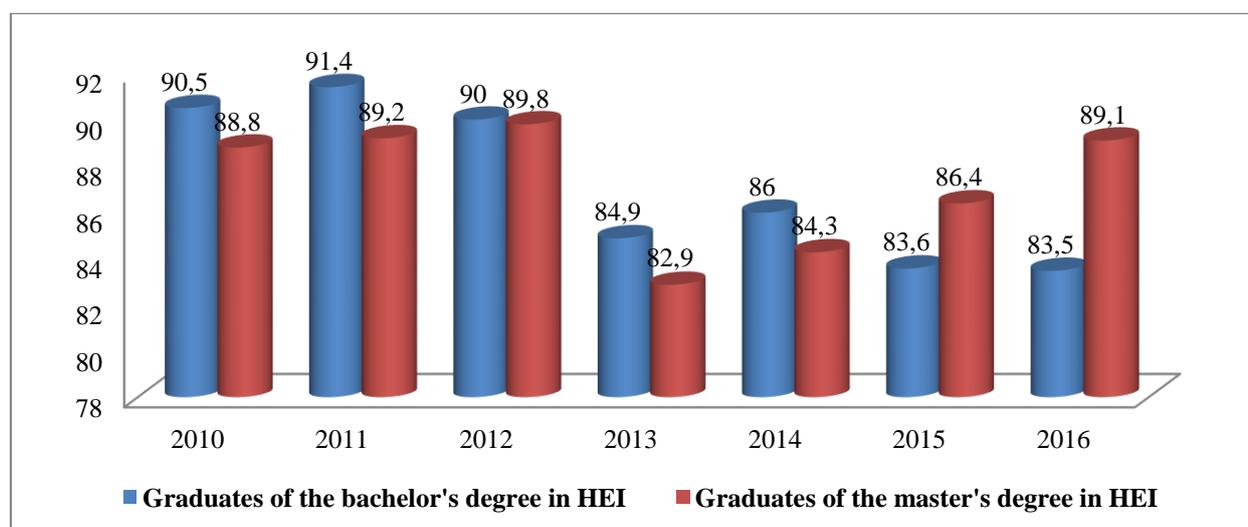
Table-1
Information on the availability of graduates of leading higher educational institutions of the Republic or employment in the next stages of the education
 (For 2015-2016 academic year graduates)

No.	Name of HEI	Overall graduates	Share of those graduating from State-funded graduates, %	Percentage of graduates who are employed on a contract basis, %	The percentage of graduate students who have graduated from the State Grants Program, %	The percentage of graduate students who are enrolled in a magistracy on a contractual basis, %
1.	JIDU	213	75,8	78,4	24,2	21,6
2.	UzDJTU	1404	96,6	95,9	3,4	3,5
3.	NUU	1631	74,9	82,3	14,7	8,2
4.	TDTU	2642	80,8	83,1	9,4	6,4
5.	TDIU	1220	84,5	86,3	12,9	8,9
6.	TAQI	770	94,3	93,9	5,7	6,1
7.	WRITTEN	644	93,2	94,3	6,8	5,7
8.	TMI	1173	71,9	85,9	18,9	9,2
9.	TTESI	829	75,9	74,9	10,2	7,0
10.	TDSHI	451	70,1	76,0	23,9	15,1
11.	TKTI	995	93,7	89,8	6,3	10,2
12.	TDPU	1861	98,3	98,6	1,7	1,4

Source: Main indicators of the university. Statistical collection (2016-2017 academic year). - T. 2017. 127-p.

This has also been reflected in the opening of branches of foreign universities in recent years. Nowadays, cooperation with foreign HEIs is being considered for the preparation of personnel through the implementation of 8 branches, 22 joint schools and 46 joint ventures. Figure 1 shows that the level

of employment of graduates in the higher educational institutions of the republic in 2016 was 83.5%, which is 7% lower than in 2010. This indicator is currently determining the competitiveness level of the HEI, and annually announces ratings of the HEIs of the Republic of Uzbekistan [5].



Source: Based on data from the Ministry of Labor and Employment of the Republic of Uzbekistan.

Fig.1. Competitiveness of Graduates of Higher Education Institutions of the Republic of Uzbekistan (2010-2016, percent)

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In recent years, practical work has been undertaken to introduce graduates of the higher educational institutions of Uzbekistan into a prestigious international rating. The Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan closely cooperates with the leading QS company, which sets the rating of world universities, and puts the universities in the international rating. In the 2018-2019 academic year, the learning process at higher education institutions will be based on the newly developed normative documents. It envisages a special attention to the introduction of modern, transparent and equitable methods of student assessment, including the introduction of a system that excludes the participation of teachers in final control processes. New introduction of "Teacher-apprenticeship" system, new mechanisms for recruiting pedagogical staff contributes to the quality of education and competitiveness of universities. The quality of the graduates' job placement by higher education institutions of the Republic of Uzbekistan is improving. For example, the Tashkent State Economic University annually hosts the Expert Day and invites representatives of domestic and foreign banking, insurance, IT-companies and audit firms. They tell the students about their requirements for graduates. Suggestions of employers on the special site will be posted. Students and alumni begin their smallest position. In this university, a training and career center "Occupational Growth" has been established and psychological counseling on employment is provided. The graduate course helps students to create resumes, give advice on behavioral attitudes, and explain their responsibilities.

The main activities of the Center are:

- Information collection for vacancies and creation of a job vacancy database, student information about the situation in the labor market and the prospects of employment in one or another specialty;
- study student employment requirements, regularly update student data bank;
- Establishment of partnerships with enterprises and organizations;
- Supporting state and regional employment programs for students and alumni;
- organize secondary employment of students during their leisure;
- cooperation with other HEIs, employment assistance centers, municipal and district khokimiyats;
- organization of an information and analytical service on employment of students and alumni and provision of information materials on existing vacancies;
- Conducting presentations, seminars, conferences, fairs together with employers;
- development of student mobility;

- Assisting students in adapting them to the labor market, rapidly changing socio-economic situation;

- developing a legal, social and psychological support mechanism for students and graduates in the labor market;

- familiarize students with the employment law;

- support of students in psychological and other counseling at employment.

Conferences on the selection and development of young professionals are held regularly. The Department of Practice supports and realizes collaborative work with students in the professional environment (media outlets, media industry representatives) and HR staff for practical training, internships, and learning opportunities for graduates. In addition, students and alumni are also aware of career opportunities in partner companies that are interested in professionals trained at the Tashkent State Economic University. Tashkent branch of GV Plekhanov Russian Economic University is a large OTM, which trains specialists for various branches of the national economy and government agencies. In the process of learning, students can test their strength in the labor market. For this purpose, the branch office has a center for planning students with leading companies and associates with top-ranked alumni. In the center, each student is in the 2nd grade. Each student applying for a center will be assisted with temporary and permanent employment, assisted in the organization of training and production practices and internships.

By analyzing the experiences of graduating students and alumni from Tashkent universities, including Tashkent Branch of the Russian Economic University named after GV Plekhanov, the following can be highlighted:

- Establishment of a special structure for employment of graduates in each of the above mentioned HEIs;

- Information on the activity of the organization is posted on the special site;

- career planning begins at lower courses: internship, internship, full employment;

- besides supplying resumes, students are also being interviewed by their colleagues;

- legal consultations on the principles of psychological and labor law are being held on the issues of employment (adjustments to the higher needs of the students, resumes, interviewing, adaptation);

- graduate unions are formed;

- regularly conducts various activities: career days, job fairs and so on.

The University of World Economy and Diplomacy hosts the Students and Alumni Management Department, carries out their days, and engages with leading foreign companies. The Department has established partnerships with

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government agencies and private companies, regularly organizes seminars and special trainings, coordinates the work of the Alumni Association to maintain the corporate culture of the university. The journal "International Relations, Politics, Economy, Law", which began on January 11, 2007, publishes articles about the activities of university graduates and their role in the life of the country. At the Tashkent Institute of Textile and Light Industry, students are constantly in contact with their studies until their graduation and job placement, where they meet senior employers with representatives of the enterprises of the textile industry (clusters). The students of senior courses are sent to the diploma practice and are employed in their specialty. The peculiarity of work with alumni in this institute is the preparation for employment, where students will be able to communicate effectively with the employers in the lecture and practical sessions, effective communication in the community, the characteristics of the modern labor market.

Conclusions and Suggestions.

To improve the employment of students and alumni, we propose the following:

- systematic monitoring of labor market and development of forecasts for short-term and long-term perspectives;
- Continuation of implementation of measures to increase the rating of the university (presentation of curricula and programs, organization of meetings with potential employers and partners, graduates of different years);

- to inform applicants of the most demanded professions and job opportunities after their graduation from the university;

- reflecting students' datasets, starting with the first year, collecting information for subsequent analysis of their interests and professionalism on students' practice, internship, temporary job placement, etc.;

- formulate a university-wide database of potential employers wishing to hire individual university graduates;

- Development of a single register for existing students and alumni of the university, with the priority provision of workplaces to day-department students;

- conclusion of contracts with recruiting and recruiting agencies for employment of graduating students and graduates;

- Adjusting the curriculum, taking into account employers' opinions to form the necessary competencies for graduates;

- inform university graduates about seminars and programs, including secondary, higher education, to increase their systematic knowledge, which will enable them to improve their skills throughout their lives;

- Harmonization of all departments of the University, which employs alumni, to exchange information and work experience;

- Studying the possibilities of creating a small innovative enterprise that will serve as personnel selection.

Implementation of the above tasks will allow us to work on a high percentage of graduates in our opinion.

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