
The Main Directions of Improving the Quality and Efficiency of Higher Education Institutions

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Abstract: Today, the higher education system in Uzbekistan is being reformed and improved day by day. As the improvement and improvement of the quality of the higher education system, the supply of qualified personnel is one of the most important tasks in the world community; our state is now focusing on this area. This article analyzes the current state, quality and necessary conditions for the development of the higher education system.

Keywords: Higher education system, institution, quality, economy, human resource, market economy, expediency, efficiency, usefulness, labor market, flexibility, modernization.

Along with the development of the economy of the country, it is important to increase the efficiency of human resources in each sector and area to positively address the socio-economic problems of the country, as one of the main criteria of socio-economic development at the current stage of market economy. However, efficiency is a set of concepts that combines such aspects as expediency, efficiency, quality, usefulness. The issue of efficiency is of great importance in higher education institutions. The main condition for increasing the efficiency of higher education is the scientific potential of teachers, quality education and timely employment of graduates. In this regard, a number of priorities are being implemented in the Republic of Uzbekistan. In particular, the Address of the President to the OliyMajlis states that "Higher education standards will be improved on the basis of foreign experience, educational directions and disciplines will be reconsidered. The number of non-specialty subjects will be halved," he said.

The issues of efficiency of higher education, both before and now, include efficiency, competitiveness and direct educational services, economic efficiency of education, social impacts of external (external influences), etc. is interpreted as an investment in the potential market value of an individual as a valued labor market agent. Similarly, the theory of human capital considers the effectiveness of higher education from the point of view of the state, society and the employer. Modern research in the field of management of higher education institutions [3-9] is increasingly considering HEIs as agents of the market environment. The effectiveness of their activities is seen as a comparison with strategic goals in terms of strategic management. At the same time, the strategic goals of the higher education institution are usually localized in order to fulfill the state tasks of training and increase their competitiveness. The authors' research on the relationship between the vocational education system and the labor market has recently focused on the quantitative and qualitative compliance of graduates of higher education institutions with the needs of regional labor markets. Thus, according to modern views on the effectiveness of higher education, it has several areas that manifest themselves.

From the government's point of view, the economic efficiency of higher education, especially if the losses are reduced as a result of redistribution of budget funds in favor of education, will increase the budget for education rather than investments in other sectors of the

economy. represents a higher efficiency than the smiles. At the state level, the social effectiveness of higher education is reflected in the social stabilization of society and the growth of living standards. Economic efficiency at the national level is determined by changes in the quality of labor and scientific potential, increased labor productivity and, ultimately, GDP growth.

The economic efficiency of higher education for the employer is, first of all, the difference between the highest income received by the industry as a result of hiring the appropriate specialist and the cost of training and payment. Thus, the effectiveness of higher education is a multifaceted category that includes economic and social components. In this case, it is primarily a question of the effectiveness of higher education within regional and national socio-economic systems, or the effectiveness of a particular educational service for a particular consumer student / graduate.

Some aspects of the effectiveness of higher education considered are directly related to the success of a particular higher education institution, ie the competitiveness of higher education in the market of educational services can be the result of effective management. Also, taking into account the interests of all participants in the process of training, employment and subsequent professional activity of specialists with higher education in higher education, there may be a number of contradictions in the content and duration of the proposed benefits.

In this regard, it is important to understand the term "efficiency" in relation to higher education and to take into account the modern economic and social conditions that determine the need for higher education to operate as an effective entity of the national economy.

The effective organization of the activities of higher education institutions should be aimed at solving the following tasks: increasing the effectiveness of the interaction between the market of educational services and the national and regional labor markets, and ultimately between the national economy; increase the economic independence of higher education institutions, the stability and flexibility of their management structure; increase the effectiveness of interaction between higher education institutions and private entrepreneurship, etc. The directions of activity on formation of system of increase of efficiency of activity of higher education institution are shown in Figure 9.

These directions and measures are covered in the context of optimizing the system of budget financing in the external and internal environment, modernization and development of the content of education in accordance with the requirements of the national economy and the regional labor market.

In addition, we recommend the following tasks to increase the efficiency of management of higher education institutions:

1. Content development. Formation of a component of highly specialized education in the field of services, taking into account the need to train specialists for the economy of the Republic of Uzbekistan on the basis of a competent approach to sectors and industries of the economy; forecasting the need for training of specialists in various professions to ensure the functioning of the service sector and the formation of a system of public procurement for multidisciplinary educational institutions that implement service training programs on this basis; development of the republican system of monitoring; Development of a system for evaluating the practical orientation of vocational education programs at all levels in the field of services and regional ranking of vocational education institutions; organization of implementation of DTS (state education standards) of higher professional education in the field of services. The development of national content on the Internet in the global information network is addressed on the basis of existing legal and regulatory documents [2].

2. Creating infrastructure. Formation of a system of basic training centers for service specialties (training hotels, enterprises, dry cleaners, car repair shops, beauty salons, studios) in cooperation with educational institutions and employers, using the experience of developed foreign countries etc.); creation of corporate institutions (faculties) in the field of services; formation of service areas of the innovation strategy on the basis of higher education institutions, including technology transfer and marketing centers, venture capital funds, etc. ; creation of business incubators of small and medium business in the field of services on the basis of educational institutions on the basis of innovative programs; Development of models and mechanisms for creating a system of certification centers to assess the professional skills and educational programs of graduates.

3. Capacity building. Training of specialists, faculty and coaches for higher professional education in the field of services using specially developed programs, taking into account the best local and foreign experience tested in practice; formation of a systematic base of training and retraining centers on the basis of existing educational institutions that implement training programs for the service sector; Improving the system of professional retraining and certification of personnel, taking into account the requirements for the introduction and use of quality management standards in the field of services; training of entrepreneurial personnel for the development of small and medium business in the service sector.

4. Development of organizational and economic mechanisms of management. Development of mechanisms for state support in the formation of programs for the development of regional educational institutions that implement training programs for the service sector; Development of mechanisms for cooperation between educational institutions, regional social and professional organizations and employers' associations aimed at forming the qualification requirements for graduates of vocational education programs at all levels in the service sector.

5. Organization of information support. Organization of thematic exhibitions in various areas of service; creation of joint print media and Internet resources; development of models of interaction between employers and educational institutions for the introduction of educational programs in the field of services, etc.

Addressing these challenges, in our opinion, is a priority for improving the effectiveness of educational activities of higher education institutions that train highly qualified specialists.

According to the results of the study, mechanisms were proposed to increase the efficiency of higher education, including the most promising forms of cooperation between business and higher education institutions of Uzbekistan in terms of increasing the overall efficiency.

Another serious problem in improving the efficiency of higher education institutions is the lack of a clear system for evaluating the activities of departments, staff and faculty of higher education institutions. The multifaceted and multifaceted nature of the functional areas, as well as the specific nature of the activities of different categories of employees in higher education, greatly complicates the task of developing a list and content of criteria by which their performance can be assessed qualitatively and quantitatively. However, such a system is necessary because of the growing demand for educational activities, which significantly simplifies the decision-making process in terms of improving the quality of the educational process and the efficiency of higher education institutions in general. It is recommended that this work be done in 3 steps:

Phase 1. Analysis of the structure of positions in higher education institutions. As a result of the analysis, a matrix should be constructed in which the categories of employees are located on the horizontal indicator (scale) according to the level of qualification and on the vertical

indicator (scale) - according to the functional direction. This matrix allows you to group this or that category of employees or vice versa.

Phase 2. Formation of directions and powers.

Phase 3. Competence modelling.

It is necessary to take into account the requirements for the personal ability of the specialist to perform professional tasks to be performed on the basis of the list of directions and powers formed in the second stage. The result of this stage is the addition of profiles to the relevant list of personal characteristics of certain categories of employees of the higher education institution. The example of the scientific block shows the summary parameters of personnel evaluation.

Successful implementation of the above mechanisms in the management of educational institutions in the system of higher professional (professional) education requires the implementation of large-scale training programs to improve the skills of university staff. According to the content, each program should include the characteristics of the formed professional competencies and the relevant modules. These programs should be built on a modular basis. In this case, the modules should be formed not only within individual programs, but each program should be a unique module. Together, they form a single in-service training program for school leaders. Based on this approach, the amount of workload required for the full development of theoretical foundations and practical skills within each mandate is provided. In addition, this approach allows for the issuance of intermediate and final certificates at each stage of training, with the full range of required powers, module and program-module, approved by the relevant state document.

The task of introducing and developing effective management mechanisms in the system of secondary special vocational education and higher education in Uzbekistan, as well as the training of management personnel associated with it, requires constant information support. In our opinion, the most convenient, cheap and fast way to provide such support is the thematic electronic portal "Effective management of educational institutions in the system of vocational education." Its composition should include the most problematic and topical issues. They can be combined into the following blocks: introduction of effective management mechanisms, methodology for evaluating the effectiveness of higher education, integration of higher education into the regional educational space, ensuring the quality of vocational education, interaction with employers, state and municipal authorities, interregional and international cooperation and others. The navigation structure for each block includes: regulatory framework, documentation, methodological support, news, exchange of views and experiences (forum), emergency assistance on topical issues (hotline)). The operation of such a portal allows you to constantly access instant information and get the necessary explanations and advice.

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