EDUCATIONAL PURPOSES OF THE HIGHER SCHOOL IN UZBEKISTAN

Gul’amov S.S.¹
'Shermukhamedov A.T.²

¹Vice-president of academy of sciences of Uzbekistan, Presidium of academy of sciences of Uzbekistan
²Branch of Russian Economic University after G.V. Plekhanov in Tashkent

Abstract

Personnel management is one of the activity directions of an organization head, more often its owner, who makes decisions in respect of his staff on the basis of common sense and experience. Undoubtedly, human resources management is one of the most important aspects of the theory and practice of management.

MAIN PART

The most general tendencies having the diversity of the existing approaches to this problem in different industrial and developed countries are the following: the formalization of the methods and procedures of the personnel selection, elaboration of scientific criteria of their assessment, scientific approach to the analysis of needs in managing personnel, promotion of young and challenging employees, increase of foundation of personnel solutions and expansion of their publicity, the system concurrence of economic and state solutions with the main elements of the personnel policy. These general tendencies should be regarded in the domestic practice of managing the higher educational establishments at settling the market economy. The professional skills important for higher educational establishments and being appreciated in the process of selection include in themselves intelligence, creativeness and solutions of problems and so on; personal features such as integrity, ability of working in a team; motivation is estimated in accordance with the remuneration package being required and suggested, expectations on career and professional growth, sharing the values of corporate culture.

At selecting the personnel an interview is conducted that is a talk with business initiators. As a rule this interview is formal except the one with the candidates for top management. Beginning the personnel selection it is necessary to think over the estimation tools of the candidate’s conformity to the requirements and the policy of the person’s joining the company. As a rule, the following standard estimation tools are used: a structured interview, testing, recommendations verifying.

The policy of a higher educational establishment in the sphere of staff adaptation or development can also offer estimation tools. For example, the majority uses a probation period as a policy of candidate estimation. Such higher educational establishments employ a worker rather easily, give him 3 months for demonstrating the results of his work, on the basis of which they make the final decision of the employee’s further work. This method is quite expensive and risky, as the expenses for the employee are included into all cost-based articles in the higher educational establishment, and potentially it can cause him damage, however the estimation accuracy of the candidate’s feature is very high. The risk of the given method can be reduced by means of the system of tutorship and guardianship.

In order to be a tutor and to be able to estimate a new employee’s work, the head must be trained. The references from previous working places should protect from the given candidate’s being employed. However the reference only from the last working place may not be an objective estimation; it is necessary to know the opinion of the candidate’s executives and fellow-workers...
from several organizations. The activity results of many enterprises and their accumulated work experience with the personnel show that the formation of industrial collectives, maintenance of the high quality of personnel potential are the decisive factors of the efficiency of the output production and competitiveness. According to the specialists’ estimation, the problems in the sphere of the personnel management and daily work with the staff in the nearest perspective will be constantly in the centre of attention of the administration. In future with the development of the scientific and technical progress the contents and conditions will be of a greater importance than the material incentive.

The professional orientation and social adaptation in the collective is the first step to make a worker’s labor as productive as possible. If the administration is interested in the worker’s success in a new place, it should always remember that the organization is a social system, and each worker is a personality. “Social adaptation” is determined “as the process of perception of the power threads, comprehension process of the doctrines, adopted in the organization, the process of training, the comprehension of what is important in the organization and in its departments”.

Organizations use a whole number of official ways as well as unofficial ones to bring a person into their community. Formally, while employing a worker the organization gives him the information about itself so that the candidate’s expectations would be realistic. This is usually followed with the training of special labor skills and the interview on the theme, what is regarded effective work. The kind and the quantity of remunerations, being offered by the organization, are of great importance for the evaluation of the labor life quality. Different researches show that remunerations impact on people’s decisions about getting a job, truancies, on the decisions how much they should produce, when and whether it is worth leaving the organization. The number of truancies has a downward tendency with a good job which gives satisfaction. When a job is unpleasant, the number of truancies increases significantly.

Higher educational establishments have elaborated educational programs on career management for executive employees. These programs will help the organizations to use their workers’ abilities in full. As for the employees, they are given the opportunity to apply their abilities fuller. The training of the managerial staff may be conducted by means of organizing lectures, discussions in small groups, making up concrete business-related situations, reading literature, business-related games and role-training. Annual courses and seminars on managerial problems are the variants of these methods. The rotation on employment is another method being widely applied. Transferring the executive of the low line from one department to another for the period of three months to one year, the organization introduces a new executive to many sides of the activity.

As a result, the manager comprehends various problems of different departments, understands the coordination necessity, informal organization and interrelation among the purposes of different subdivisions. Such kinds of knowledge are vitally necessary for the successful work of the superior appointment but they are especially necessary for the executives of the low line of the managerial hierarchy. In the conditions of the development of market relations the efficiency of the personnel management of the enterprise depends on the selection and optimal placing of the staff which should be realized on the exclusively planning basis in accordance with the programs being elaborated at the enterprise. Before the elaboration of the program at every enterprise one should distinctly define how to teach.

The efficiency of personnel training and retraining depends on many factors, the system of personnel qualification improvement is the important condition of preserving the competitiveness of the organization. It is necessary that the work of all the chains of the company be quick, coordinated and professional.

It is especially actual in thee conditions of the quickly changing external surrounding of the organization, impossibility of predicting its development for the long period of time. All this demands the high level of the organization personnel’s qualification, people’s ability, especially of the
executives’, making right decisions, interacting distinctly with each other with the application of the most up-to-date knowledge in different areas of the organizational activity. It is acknowledged not by chance that highly-qualified personnel are the most valuable capital of any organization. Qualification improvement programs are made for the workers of different hierarchy levels and they are made with account of specifics of each worker and the sphere of his professional activity.

They can be elaborated for everybody and can touch the following areas: personnel management, time-management, team-building, projects management in higher educational establishments, organization external environment, activity management, system analysis (basis of the organization system management, analysis of problems and so on). Now the problem is in the elaboration of principally new approaches to the solution of the problem on teachers’ qualification improvement. There appears the task of conducting the personnel’s assessment. Choosing the methods of conducting the personnel’s assessment, it is important not to miss its targets, precisely: the evaluation of the workers’ labor efficiency and conformity with their appointments, the detection of perspective workers for their training and promotion.

The analysis of the management practice shows that in the majority of cases higher educational establishments use simultaneously both kinds of the workers’ activity estimation. The procedures directed to the estimation of the labor results as well as the worker’s personal and business-like features influencing on the achievement of these results. The motivation in the system of the qualification improvement is principally based on the expectation theory, which means the presence of a certain target of the worker who has made his mind to improve his qualification. It is known that the higher his qualification is the more quickly his professional official growth will be realized.

Any model of the motivation in general and in the system of qualification improvement in particular includes in itself the elements of the theory of expectation and justice it is first of all connected with expenses of extra efforts (mental, physical), received results, the level of remuneration and the degree of satisfaction. In its turn, satisfaction is the result of the impact of internal and external remunerations with the account of their justice. The remuneration on the results of the qualification improvement is as much just, as the personnel will aspire to its rising. The actuality of the given problem is the fact that in the conditions of the transition to market relations there has aggravated the situation in the sphere of qualification improvement and personnel retraining as market relations have principally set up new claims to higher educational establishments and managerial workers.

Uzbekistan’s regaining the state sovereignty, choosing its own way of economic and social development have caused the necessity of the reorganization of the structure and contents of the education system. The National program on personnel training (NPPT), adopted on August 29, 1997 by the Law of the Republic of Uzbekistan at the session of the Oliy Majlis (Parliament) has become the basic document of radical reformation of the education system and personnel training, perfect generation’s upbringing.

In the light of the given program the National model of personnel training has been adopted, the basic components of which are a personality, a non-stop education, science and manufacturing.

The distinguishing feature of the National model of personnel training is the introduction of a nine-year general secondary and three-year secondary special, professional education as independent stages which supply the continuity of the

The government of Uzbekistan carrying out the reformation of all spheres of the political, social and economic life of the community pays great attention to the activation of the human factor by means of the maximal increase of the population’s educational and professional level. One of the ways of the achievement of increasing the population’s education level is increasing the education sphere financing. Only for the years of reforms the expenditures for the development of the education from the Republic’s state budget have grown by 5,7% (disregarding off-budget appropriations). The share of the off-budget receipts from the paid
and contract form of training and other educational services, the assets of national sponsors and foreign investments increases from year to year.

The state educational standards of the general secondary, secondary special, professional and higher education are confirmed. The state requirements (standards) to the preschool and out-of-school education as well as to retraining and improving the personnel’s qualification are confirmed.

On the basis of educational standards there have been developed and stage by stage inculcated new curricula and programs, qualifiers of directions and higher education specialties.

There has been confirmed the concept of textbooks creation and the new generation’s educational literature for the non-stop education system according to which there has begun the process of the new generation’s creation and publication of textbooks. In the higher educational establishments there have been introduced the two-level system of personnel training in the Bachelor Degree directions and Magistracy specialties.

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For the years of reforms in Uzbekistan there has been taken the complex of organizational measures directed to the creation of legal, personnel, scientific and methodic, financial and material conditions of reforming and developing the education system of Uzbekistan, there have been adopted more than 100 governmental solutions on maintaining the continuity and succession of all kinds of the education.

The preparation of experts with higher education is realized in 63 higher educational establishments - universities, academies, institutes and other educational institutions of the higher school.

Since 1998 there has been introduced the two-level preparation of experts with higher education.

The students’ admittance to the higher educational establishments is realized on the base of the state grants and on a paid and contract basis.

Since 2002-2003 school year there has begun functioning the International Westminster University constituted by “Umid” Fund and Westminster University.

In 2002/2003 school year the number of students in higher educational establishments made 222 thousand persons.

Since 2001 there has begun the allocation of educational credits for studying in higher educational establishments. At present 2,646 students have received bank educational credits that makes 2.5% from the general number of the students being trained on the paid and contract basis.

The State educational standards of higher education and also the typical curricula in all performing 131 bachelor degree directions and 664 magistracy specialties are confirmed. On the basis of the state educational standards in each direction and specialty educational subjects programs have been developed.

There has begun the work on the creation of new original textbooks and manuals for the higher school. The long-range schedule of creation and literature publication was developed for maintaining higher educational establishments for 1999-2007.

In 1998-2002 about 2927 textbooks and manuals were published, in the year of 1998 they were 660, in the year of 1999 they were 660, in the year of 2000 they made 478, in the year of 2001 they were 490, in 2002 - 639 textbooks.

In 2002 the disciplines supply with textbooks and manuals made 94.6%. With the account of 3,384 prepared lectures summaries all the disciplines of the higher education are supplied with the educational literature.

In higher educational establishments there has begun the process of creating and introducing electronic tutorials into the studying process. Only for 2000-2002 285 electronic tutorials were prepared.

In the Republic of Uzbekistan the personnel’s improvement is performed at 2 target institutes, 15 centers and 22 faculties of qualification improvement which are under the jurisdiction of 22 ministries and departments, out of them 4 institutes of qualification improvement and personnel retraining, 14 centers and 17 faculties are
under the jurisdiction of the Ministry of the higher and secondary special education.

There has been elaborated a long-term plan of qualification improvement of teachers, heads of higher educational establishments, deans of faculties, chiefs of departments and teaching departments, librarians, pedagogical personnel of preschool, out-of-school educational institutions, teachers of the general secondary and secondary special, professional, and also the experts of economy branches for the period till 2005.

The State requirements in 40 directions of the qualification improvement of pedagogical workers have been prepared and are getting approval. The new curricula and programs of retraining and qualification improvement of pedagogical personnel have been renewed.

For 1998-2002 at the given institutes there have increased the qualification 309,3 thousand teachers and 30,7 thousand head-personnel of comprehensive schools and 29,1 thousand teachers of academic lyceums and professional colleges. Since 2001 on the basis of secondary special, professional educational institutions there have been formed 317 of constantly performing target courses of qualification improvement the purpose of which is the constant improvement of teachers’ professional skills in service of their pedagogical activity.

Up to now 11082 teachers of academic lyceums and professional colleges have been trained at constantly existing courses of qualification improvement.

There has begun the work on the introduction of the distance method of qualification improvement of the pedagogical personnel of educational institutions, with the application of new information technologies.

210 teachers of physics, chemistry, and computer science, electro technology of academic lyceums and professional colleges, and also 30 chiefs have passed training in South Korea. Simultaneously, together with UNESCO, EFO, the international labor organizations, ABR, JICA, the conduct of seminars and conferences is widely practiced abroad as well as in Uzbekistan for teachers and chiefs of educational institutions.

The international community has apprehended with great interest the creation of the National model of the XXI century education in Uzbekistan. The United Nations, UNESCO and other international organizations repeatedly marked the hugeness of scales and availability of the educational reform in Uzbekistan at various international forums.

The international organizations and financial institutions, the governments of developed countries have decided to render a financial and technical support to education reforms being conducted in Uzbekistan.

They are directed to the solution of such problems as the perfection of textbooks publication, development of the system of secondary special, professional education, equipment of academic lyceums and professional colleges with up-to-date educational and laboratory facilities, teaching personnel training, introduction of high technologies in training and many other things.

With the purposes of the realization of the National program first stage on personnel training there have been adopted more than 100 governmental solutions touching all educational levels of the education and directed to the solution of the complex of top priority tasks on the education system development.

For the solution of the problems which took place at the realization of the first stage and fulfillment of the tasks of the National program second stage on personnel training. During the past year of 2002 17 basic governmental solutions were adopted.

The organization of the constant monitoring of educational reforms has been determined as one of the primary tasks at the realization of the NPPK. The monitoring conduct is entrusted to the Republican Commission on the NPPK realization. The organizational system of the monitoring structure is confirmed in the Republic. The Head working group on educational reforms monitoring (HWG) and Territorial working groups on monitoring (TWGM) are created. The monitoring Group is created at the Cabinet of the Republic of Uzbekistan.

There have been determined the further priorities in the education development in the period of the second and subsequent stages of the realization of the National program on personnel training:
construction and replacement of the established school buildings;
reconstruction of buildings of active secondary special, professional educational institutions and construction of new academic lyceums and professional colleges;
further privatization of institutions of preschool education, expansion of the private kindergartens network;
strengthening the material and technical base of preschool institutions, comprehensive schools, academic lyceums and professional colleges, their equipment with educational and laboratory and special facilities, computer technique and didactic materials;
进一步 improvement of curricula and educational programs on the basis of the confirmed state educational standards;
intensification and perfection of the scientific and methodological basis of pedagogical and engineering-pedagogical personnel training;
introduction of the system of pedagogical personnel training integrated with manufacturing, by means of the application of the educational base of secondary special educational institutions and advanced material and technique base of manufacturing enterprises;
introduction of interactive methods of training with the application of up-to-date information technologies and possibilities of the Internet network;
elaboration and introduction in retraining and system variant academic curricula and differentiated curricula directed on training up-to-date methods and forms of teaching;
creation of system and mechanism of the remote training of students of retraining and qualification improvement courses, with the application of up-to-date information technologies and Internet network;
perfection of textbooks and educational literature contents, edition of their new generation and creation of public library of electronic textbooks;
creation of the up-to-date information environment, information educational space, including for maintenance of remote training, externship;
perfection of forms and methods of labor market marketing, initiating of research search, analysis of youth demand on higher education, on its directions and specialties.

The development of such economy branches as agriculture, mechanical engineering, light industry, motor industry, construction, service industries and other requires from the experts of these branches high professionalism and mastering up-to-date managing methods in the market conditions and competitiveness accordingly. In this connection, the system of secondary special, professional education is going to have the task of personnel training for the priority branches of economy mastering the whole necessary complex of up-to-date knowledge. By 2010 1 689 professional colleges on various branches of economy are to be put into service.

Therefore, the priority tasks, specified by the Government of Uzbekistan are first of all equipping professional colleges being under construction with up-to-date educational and laboratory equipment.

In solving these tasks the Government of Uzbekistan gives higher priority to foreign investments.

In the investment policy problems the republic authority takes into account those worldwide processes and tendencies which influence on the formation of our investment policy. A special government program is confirmed, necessary standard and legal base is created for foreign investors.

Additional financial, organizational and methodical support of donors is required in such problems as:
equipping educational institutions with computer, educational and laboratory and special equipment and didactic materials;
rendering assistance in the creation of the republican information and educational network, consolidating higher educational institutions and managerial bodies with exit in the international information system «Internet»;
increasing the number of foreign training of pedagogical personnel of all educational levels;
reorganizing the system of qualification improvement and personnel retraining in the education system of adult population on the basis of the realization of «Education - through all life» principle;
creating electronic textbooks and
courses for their application in distance education; creating virtual electronic libraries for qualification improvement and personnel retraining.

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