

## INCREASING PEDAGOGICAL EFFICIENCY OF ECONOMIC INCENTIVES IN HIGHER EDUCATION OF UZBEKISTAN

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### ABSTRACT

*This article discusses the measures taken to provide financial incentives and effective work for teachers of higher education. At the same time, effectiveness and scientific-practical impacts of incentives for teachers in the educational process have been conducted from a socio-psychological point of view. Financial rewardings that specialized for professors and teachers of Uzbekistan also play a urgent role in scientific worldwide standards. Regardingly, the practical measures and decisions in our country in this field are analyzed in detail and clearly.*

**KEYWORDS:** *Material Incentives, Economic, Social And Moral Incentives, Incentive Function, Employee Behavior, Wages, Individual Benefits, Professional Growth, Motivator, Incentive, Responsibility, Incentives, Additional Fees And Bonuses*

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### INTRODUCTION

Today, modernizationall spherasis considered to be the most conversive issue in our life such as in the education system. Creating an innovative educational environment, ensuring its full compliance with international standards is an important factor in the successful socialization of our youth in today's rapidly changing social life. The implementation of the "National Program of Personnel Training" involves improving the structure and content of the system of continuing education on the basis of modern scientific achievements and social experience. First of all, it is necessary to provide all educational institutions with modern teaching methods based on advanced, scientifically modern methods. The purpose that tasks and content of educating the younger generation is one of the most pressing issues facing the system. Nowadays, We all deeply understand that only young people who are taught on modern ways, who can compete with their peers of the most prosperous countries of the world, who are physically and spiritually fit and we can be able to continue the work we started and take it to a new level. In order to bring up well-educated, good behavior young people, it is necessary to have qualified, well-trained teachers. That's why there are so many tasks for teachers today.

In any society, younger generation education is based on a specific goal. The purpose of education is determined by the development of social society, its direction of development, the content of social relations. Incentives for teachers who are one of the most active participants in the educational process, and their financial support serves to increase the effectiveness of the development of the field.

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The development of an incentive system is an important factor in the effectiveness of any institution for the quality and effective performance of employees. Careful increase of the awarding system allows to mobilize labor potential, stimulates the interest of workers in the growth of individual results, helps to demonstrate creative personal potential, enhances their skills and improves the quality of work potential. Motivation is the first and foremost, an external motivation is an element of the working condition that affects a person's behavior in work environment together with a material shell of employee motivation. Meanwhile, it carries an intangible burden on its own, which allows the employee to understand themselves as an individual and as a worker. [1]

Performing economic Incentives has social and ethical functions. The economic function is to encourage the effective labor of one employee, helping to increase the overall labor productivity, which is reflected in the increase in labor productivity and product quality.

Moral function is expressed by the stimulation of labor and the formation of an active life position, the moral environment in society. Additionally, it is vital to ensure a proper and reasonable system of rewarding, taking into account traditions and historical experience.

Social function is provided by the formation of a social structure in many respects through different levels of income that depend on the impact of benefits on different people in society.

Incentives are often described as an external influence on an employee to motivate him or her to take effective action. Incentives have a certain dualism, which is on the one hand that means end from the point of view of the administration of the establishment (increasing efficiency) the labor of workers, the quality of the work they perform). On the other hand, the possibility of receiving additional benefits from the position of the employee (positive incentive) or the possibility of losing them (negative incentive). Also, we distinguish between positive stimulation (the ability to have something, the opportunity to achieve something) and negative stimulation (the ability to lose any need).

Developing the system of incentives for employees' behavior of higher education institutions will help to prevent the following problems [2]:

- High staff turnover;
- Contradiction;
- Low level of executive discipline;
- Neglect of work;
- Low level of interpersonal communication;
- Problems of team building;
- Dissatisfaction with staff performance;
- Lack of employee's initiative;
- Inadequate focus on learning and practice;
- Low mood in the team, etc.

Employee's economic support methods can be very diverse and depend on the complexity of the incentive system in the enterprise, in the whole management system and the specific characteristics of the enterprise.

Sociological research shows that among the forms of stimulation [3], the largest weight faculty consists of salaries and individual benefits which followed by various bonuses. Medical insurance, financial assistance, access to credit are different from others but the following forms are also considered to be important: good moral environment in the community, career, good working conditions, extra payments, convenient time. Perfectly, the teacher incentive system should create conditions for employees to work "well" based on internal reasons rather than external labor obligations (should give maximum results in terms of quantity and quality of educational services provided). However, in reality, this task does not have a sufficient level of performance because not all employees are "in place" (they work in accordance with their work) and not all actions have an interesting content for the employee. Therefore, in order for the incentive system to be balanced, it is necessary to include in it both positive influence and negative stimuli elements.

The function of positive elements (motivators) is to arouse and support a positive attitude to the work of workers, which helps to increase the quality and productivity of labor, as well as to strengthen the desired production efforts.

Most motivators include the following factors [4]:

1. Achievement (quality activity) is the ability to successfully completing a given task, perform planned tasks, solve problems, see the results of their work.
2. Recognition is the evaluation of a real achievement in a job that based on its value. Sources of recognition may include: direct supervisor, senior authorities, colleagues, clients, the public, subordinates. Means of expressing recognition can be: verbal praise or written gratitude, increasing the amount of reward or rewarding with a valuable gift, a new, more complex task.
3. The content of the work (internal aspects of the work) - characterises in which a person experiences satisfaction and positive emotions (for instance, the criteria of the work are its creative nature, complexity and diversity, ability to perform the task from beginning to end). This factor has a long-term stimulating effect.
4. Responsibility is the actual position of the employee in the organizational hierarchy. It is characterized by the following criteria: the ability to work without constant supervision by acquaintances, to be responsible for their actions and results, to be responsible for the work done by other people; the ability to manage resources (e.g., mini-budgets), the right to sign.
5. Incentives are real changes in the official status or reputation of an employee in the organization. Often this is accompanied by feelings or opinions such as a person's professional and personal growth, recognition, success and responsibility.
6. Professional growth is an opportunity to develop and encourage your competencies.

The result of the incentive system should be increased through the efficiency of its activities, which in turn can be achieved by increasing the efficiency and quality of work of each employee.

I would like to suggest the following recommendations to increase the independence and activity of employees [5], interest and mutual support of work outcome, to make work more interesting and colorful.

In the working place, a single team view needs to be formulated. It is necessary to explain to employees the purpose and mission of the organization, as well as to formulate the existing tasks with employees and ways to solve them. Furthermore, every employee wants to show what they are capable of and what it means to others, so it is important to recognize the results of a particular worker's performance. It is useful to organize internal competition, perhaps even competition among employees, to encourage them to work more efficiently. The main thing here is that competition does not lead to a situation where the failure of some becomes a reward for others. [5]

Giving the employee access to their knowledge and exchange experience that get help and support if needed. Trade union committees allocate more funds for recreation and leisure, providing free travel (or 50% of their value). All of these are examples of the material aspects of incentives.

The decree number 5847 in October 8, 2019 of the President of Uzbekistan "On approval of the Concept of development of the higher education system of the Republic of Uzbekistan until 2030", "Approval of the Concept of improving the normative activity The decision of the Cabinet of Ministers is the main measure to ensure the implementation of the tasks set out in the decree No. PF-5505 of August 2018 and to improve the system of appropriate incentives for teachers and staff at the expense of extra-budgetary funds. The main content of the decision is follows:

Material incentives for professors and other categories of employees of higher education institutions in the form of monetary rewards, as well as extra-budgetary through the establishment of bonuses and surcharges to basic salaries by management for high creative and production achievements at the expense of funds.

The amount of bonuses, bonuses and bonuses is determined by the individual contribution of each employee to the efficiency and effectiveness of the educational institution.

Supervisors, surcharges and bonuses to the heads of higher education institutions (rectors, vice-rectors, branch directors and deputies) for high creative and industrial achievements in their field are determined by the relevant decisions (consent) of higher organizations. [6]

In order to improve the quality of training, strengthen the scientific and intellectual potential and material and technical base of educational institutions, the administration (administration) of the educational institution annually provides financial incentives based on the effectiveness and quality of work performed by faculty and staff. must determine the order and size.

Financial incentives can be given not only to one teacher, but also to teachers' staff of the entire team, department, faculty, research laboratory and other departments that carry out public works by the management of the educational institution or other governing bodies. In this case, the list of employees who will receive financial incentives must be confirmed by specific indicators of the work performed, information about the results achieved and other documents.

Amount and sources of incentives

According to the resolution of the Cabinet of Ministers of the Republic of Uzbekistan from July 5, 1996 of No. 236 in the established amount, and for other categories of employees of the higher education institution the amounts are determined and paid by the order of the rector on the recommendation of the trade union of the institution. [7]

In order to attract highly qualified specialists in higher education institutions that have moved to a system of self-financing, to improve the quality of educational services, the types and amounts of bonuses and financial incentives for faculty and staff is determined independently. Funds for financial incentives of higher education institutions Proceeds from the payment of tuition contracts, proceeds from the provision of other educational services, sponsorship funds, proceeds from entrepreneurship and other extra-budgetary funds not prohibited by law.

Not more than 30% of the tuition fee can be spent on financial incentives for faculty and other staff.

### **The main criteria for financial incentives for professors and other staff of higher education institutions [5]**

- Significant achievements in the organization of the educational process, their constant updating to world standards, achievements and prospects in the development of science, technology, new technologies and culture, the organization of special courses in areas that determine scientific, technical and social development;

-have high pedagogical skills that ensure the effectiveness and quality of teaching and learning, scientific and methodological level of teaching, which enhances the creative and cognitive abilities of students;

-use of active methods of teaching and control of knowledge, ensuring the harmony of education and upbringing, the formation of high moral values of the younger generation, the achievement of five initiatives;

-creation and development of new generation textbooks and manuals;

- Improving the organization and conduct of all types of internships, management of student design circles, youth creative centers and student research, as well as the selection of talented students, active participation in competitions, conferences and symposiums; [8]

-Development and introduction of new forms and methods of teaching using modern computer techniques in the educational process, the formation of independent learning of students;

- Participate in research on topical issues of higher education in order to improve the quality of trained specialists and their application in the educational process;

- effective work in scientific-methodical councils and educational-methodical associations, development of specific proposals for the training of specialists, taking into account the curricula and programs, as well as the real needs of the national economy;

-Publishing articles, monographs and books that make a worthy contribution to the development of science and technology and the national economy;

- Active participation in various socio-political and public events in the interests of the Republic of Uzbekistan;

- Achieving positive results in the training of research and teaching staff, scientific guidance of doctoral students, including doctoral students in foreign countries;
- to the applicant (if they are working in a higher education institution) and his / her supervisor after receiving the degree of Doctor of Science;
- Supervise diploma projects implemented during the reporting year;
- organize the learning process using one of the foreign languages (English, French, German);
- to take personal initiative in increasing extra-budgetary funds, as well as to enrich the material and technical base of the educational institution on the basis of sponsorship;

The personal contribution of each member to the efficiency and effectiveness of the educational institution, the timely and quality performance of assigned tasks and active participation in public affairs are also very important. [9,10]

The conclusion is that if the pedagogical staff of any educational institution is well-off, it will be prevented from irresponsibility in their profession by giving in to work efficiency and other external influences. In addition, it is one of the most important factors in preventing corruption in higher education by teachers.

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