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SECOND HIGHER EDUCATION AS AN IMPORTANT FORM OF TRAINING COMPETITIVE PERSONNEL IN UZBEKISTAN

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ABSTRACT

The country's higher education is designed to train highly qualified personnel with subsequent employment in various spheres of social and economic activity. An innovative approach to the process of reforming the second higher education showed that the most important form of expanding the admission of creative youth to study is the awareness of the need to obtain a second higher education. The country has created a legal framework for representatives of all social groups wishing to enter universities to receive education in a second specialty. In order to provide social support for students studying in a second specialty, the use of the services of the information resource center, the issuance of textbooks and teaching aids is free of charge. This is also due to the fact that the country's entry into the world community has shown the shortcomings of higher education and, all the more, it makes new demands on the quality of the higher educational process in the country.

KEYWORDS: *Representatives, Employment, Subsequent, Adaptation*

INTRODUCTION

The second higher education is a systemic process aimed at providing future bachelors with deep theoretical knowledge, skills and practical skills, as well as at the formation of general educational and professional knowledge.

In the context of the development of a new stage in the development of society for full adaptation to the modern social environment, there is not enough modern knowledge in one specialty of higher education, there is an acute, objective need for additional, second higher education with its inherent innovative focus.

The analysis shows that the previous knowledge acquired by a specialist when receiving the first higher education quickly becomes outdated and does not correspond to the requirements of a market economy, which makes it possible for young people with a bachelor's degree to make a conscious choice to get a second higher education, given their urgent need in a market economy.

It should be noted that the first higher education received as a result of the ongoing profound changes in society may not meet the needs of a young person in his continuing professional activity, in the sphere of his application. As a result, recent university graduates have a desire to acquire a new profession.

The relevance of the study is of particular practical importance, since modern higher education should take into account the requirements of a rapidly changing labor market, the demands of young people and government organizations, entrepreneurs, and the second innovative higher education as a phenomenon of high qualifications is an important factor in social positive transformations. Consequently, a second higher education has additional opportunities and is an intellectual strategic resource of a developing civil society.

Under the conditions of a new stage in the development of the country, new industrial zones, industrial enterprises, nuclear energy, new branches of mechanical engineering, automotive industry, the modernization of farms, the development of clusters appear, which strongly dictates the need to form a new generation of personnel, and this process is closely related to obtaining a second higher education. ...

Analysis and results

The methodological basis for studying the problem, the process and obtaining a second higher education in the context of democratic reforms, a new stage in the development of the country is the Constitution of the Republic of Uzbekistan and the adoption of the Law of the Republic of Uzbekistan "On Education" in a new edition, in which Article 11 states that "Citizens have the right to obtaining a second and subsequent higher education on a contract basis"[1].

The most important source in studying the problem of obtaining a second higher education are the works of the President of the Republic of Uzbekistan Sh. Mirziyoyev, including the content of the speech of the head of state at the Republican Youth Forum held in Tashkent on December 25, 2020, the Message to the Parliament of the Republic of Uzbekistan dated December 29, 2020.

At the new stage of development, the quality of personnel training should correspond to the current needs of civil society. In the new conditions, obtaining a second higher education is one of the priority tasks of the state. In the context of improving all spheres of socio-economic life, the formation of civil society institutions in the country, an important factor is the further development of higher educational institutions that provide an innovative breakthrough in all areas of activity

through the training of qualified personnel. A prerequisite was the introduction into the activities of higher educational institutions of the main provisions of the Strategy for the country's innovative development for 2019-2021, which states that “an important condition for the dynamic development of the Republic of Uzbekistan is accelerated implementation. Modern innovative technologies in the economic, social and other spheres with the widespread use of the achievements of science and technology”[2].

At the new stage of development, the main tasks of the Strategy to achieve the main goal are the entry of the Republic of Uzbekistan by 2030 into the 50 leading countries of the world according to the Global Innovation Index rating, improving the quality and coverage of education at all levels, developing the continuous education system, ensuring flexibility in the training system, taking into account needs of the economy, strengthening the scientific potential and efficiency of research and development, the creation of effective mechanisms for the integration of education, science and entrepreneurship for the widespread implementation of the results of research, development and technological work [3]. Taking into account the profound changes taking place in society, the state has set a difficult task for the higher education system - to enter the international level and respond to the challenges of globalization.

The country's higher education is designed to train highly qualified personnel with subsequent employment in various spheres of social and economic activity. The system of modern higher education is responsible for the skills and special knowledge provided to future specialists, orientates students to the disclosure of theoretical or practical aspects, in the vectors of the chosen profession, taking into account the creative use of the latest achievements of science and technology. This task strongly dictates the need to increase the international ranking of universities, increase the number of non-state educational institutions, and attract qualified personnel to the industry. An innovative approach to the process of reforming the second higher education showed that the most important form of expanding the admission of creative youth to study is the awareness of the need to obtain a second higher education. This is also due to the fact that the country's entry into the world community has shown the shortcomings of higher education and, all the more, it makes new demands on the quality of the higher educational process in the country. The study of the state of the second higher education confirms that during the period of institutional transformations in the conditions of the deepening market economy, it became clear that the majority of university graduates are not ready for changes; their theoretical knowledge does not correspond to modern requirements.

In the process of reforming higher education, where a second higher education is organized, special attention is paid to the issues of stimulating the teaching and educational work of the teaching staff, creating innovative pedagogical technologies and real mechanisms for their implementation in the educational process. In the new conditions, it is necessary to widely disseminate in practice innovative achievements, as well as scientific and methodological publications of the teaching staff of universities. In this regard, there was a new approach to the organization of the second higher education, the creation and further development of universities of a new generation. The main task of the development of a second higher education is the preparation of innovative thinking, highly qualified personnel for economic sectors, joint ventures with foreign partners, construction, small business, new industries.

One of the directions of reforming second higher education is to improve the quality of teaching special subjects in core disciplines. This process is directly related to the pedagogical skills of the

teaching staff, the level of their professional qualifications, methodological training that meets the requirements of a modern university, systematic work to improve their qualifications.

In the country, work has begun on the wider use of the requirements of Article 16 of the Law "On Education" that "distance education is aimed at providing students with the necessary knowledge, skills and abilities in accordance with the curriculum at a distance using information and communication technologies and the global information network Internet"[1].As the research results, we limited ourselves to considering the results achieved in organizing and improving the training of specialists at the Tashkent Financial Institute (TFI) and the Tashkent State Economic University (TSEU) over the years of a new stage of development. It should be noted that these universities are carrying out purposeful work to further modernize the educational process in accordance with the increased competition between higher educational institutions for the training of modern specialists in the field of economics.

TFI and TSUE have a fairly high image among the country's universities for training highly qualified economic personnel. Taking into account the growing needs for professional training of specialists, satisfaction of the aspirations of young personnel working in the socio-economic sphere to acquire new specialties, an objective need arose for the creation and further expansion of the faculty of the second specialty at TFI. In order to ensure the successful work of the teaching staff, it is widely used to encourage the results, educational, research activities of teachers. The decision of the selection committee provides for a monthly increase in teachers' salaries from 30 to 60%. In the process of preparing economists for obtaining a second higher education, the experience of leading universities in developed countries is widely used. Young and promising personnel who know foreign languages are sent to foreign universities to improve their qualifications. At the same time, the Republican Fund "El-Yurt Gurmati", specially created by the decision of the President of Uzbekistan, provides important assistance to university teachers in improving their qualifications in foreign countries. Expansion of opportunities for training specialists-economists in the second specialty has become an important social tool in meeting the needs of the public and private sectors for competitive personnel. In the new conditions for the development of higher education, the Tashkent Financial Institute has 10 specialties designed for students studying in the second higher education. To satisfy the desires of students, the institute has opened modern areas, in particular, "Information Security", "Electronic Commerce", "Insurance" and "Corporate Finance".

The country has created a legal framework for representatives of all social groups wishing to enter universities to receive education in a second specialty. In order to provide social support for students studying in a second specialty, the use of the services of the information resource center, the issuance of textbooks and teaching aids is free of charge. The analysis shows that the number of students enrolled in the second specialty at TFI is increasing annually. For example, in the 2020-2021 academic year, 1425 people were admitted, which is more than 3.7 times than in the 2018-2019 academic year.

The issues of further improving the work of information resource centers, new approaches to digitalization and ways of developing the modernization of higher education, the peculiarities of the educational process in universities in Uzbekistan are considered in the works of sociologists, economists, teachers of Uzbekistan [4,5,6,7,8].

CONCLUSIONS AND RECOMMENDATIONS

In modern conditions, in the management of new sectors of the economy, the social sector, business structures and state organizations, especially in the regions, there is a shortage of professional personnel, and the rate of demographic growth of the population in the country requires scientifically substantiated fundamental changes in the infrastructure and potential of the university system, including for improving the training of personnel receiving a second higher education.

First, it is necessary to introduce distance learning to train personnel for a second higher education. This will make it possible to resolve the issue of achieving full coverage of those wishing to receive a second higher education by graduates of universities with higher education, it will be possible to optimize the amount of contract payment in higher educational institutions.

Secondly, it is necessary to revise educational standards, introduce modern approaches to managing the quality control of second higher education. To achieve this goal, consultants, management development managers from reputable universities in the world should be invited, and most importantly, the administration of each university should be allocated appropriate funds.

Thirdly, universities also face a number of conceptual tasks related to the training of second higher education personnel related to the labor market, revising the directions for issuing diplomas and stimulating the growth of scientific potential.

Fourth, in order to widely attract students in the second specialty, it is necessary to provide them with financial support, to organize assistance from the private sector to pay the contract amount.

Fifth, in order to expand the opportunities for obtaining a second specialty through distance learning, in cities and regions to organize educational and consulting centers to provide methodological assistance to students in the second specialty.

We consider it necessary to annually review the content of curricula for students studying in a second specialty at the Academic Council of the university, and optimize them, reduce the number of disciplines, leaving only subjects in core disciplines.

In our opinion, it is advisable to attract excellent students in the second specialty for conducting research work, to recommend them to the magistracy.

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