

modern education system and personnel policy in uzbekistan

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Abstract: This article analyzes the process of modernization in the education system and the role of education in the modernization of society. Special attention is paid here to the world experience. The article also reveals the interrelation of Uzbek models of education.

Keywords: education model, Uzbek model of education, personnel policy, personnel training and retraining, "Taylorism".

The 21st century is not only an information age but also a century of intellectual competition. We live in a period of acceleration and aggravation of globalization, integration, innovation and cooperation. Rapid adaptation to these processes, the study of the situation and its objective assessment, the ability to analyze requires a high skill of the leading specialist. Whatever the structure and system of developed countries you analyze, especially the education system, of course, you will see that the government pays special attention to the formation of a transparent system aimed at specific goals.

Of course, each country sees its future in the younger generation. From this point of view, each issue related to youth is ultimately based on the education system. It is not for nothing that perspectives and approaches have emerged that the funds raised for learning are investments in the future. For example, in 2014, education spending in Australia amounted to 4.8% of GDP (in Japan, Great Britain, Italy and France the same indicator, in New Zealand the figure is 5.8%, in the United States

4.9% of GDP). The Australian government is trying to ensure that the education and training system is entirely in line with the current economic development of the country. Therefore, today the education system in Australia corresponds to the high requirements of standards and has received international recognition.

In many countries, great attention is paid to the development and support of a modern education system. Because human resources policy always remains a priority task of the country's policy. In recent years, applicants and practitioners have been more interested in the level of impact of human resources policies on the benefits (merits) of competition and performance.

It is well known that the structural elements of personnel policy include (encompass) employment policy, incentive policy, social work policy and personnel development policy.

Employment policies include issues such as recruitment, the establishment of a selection and recruitment system, the definition of quantitative and qualitative needs of the organization, ensuring that staff are connected to the organization, ensuring the adaptability of the composition of the staff, and the definition of criteria and methods for dismissing staff when necessary. The incentive policy provides for periodic monitoring of staff satisfaction with their work, evaluation, justification and promotion of staff performance. The policy of social work and relations provides the organization's personnel with the necessary information, analysis of the causes of human resources turnover, determination of methods of problem solving and diagnostics, study of channels of relations and feedback, creation of the system of social protection and support of the personnel, organizational culture, as well as increase of the level of interaction between the ordinary personnel and management.

In the area of human resources policy management, the following requirements are to be met: a system of adaptation to the internal and external labor market (training and retraining of personnel, the process of rotation of personnel and the promotion of professional growth); an adaptive system of labor organization (circles, quality clubs, autonomous working groups); consideration of the construction of a payment system based on the principle of comprehensive consideration of the contribution of personnel and the level of professional competence (knowledge, skills, abilities and skills of personnel); support to a higher level of participation of working groups in the development and adoption of management decisions; implementation of the delegation of authority to subordinates; and an organizational and communication system that ensures multilateral and bilateral vertical, horizontal and diagonal communication within the organization.

Personnel policy is a means of implementing the personnel strategy. The organizational elements of the personnel policy are employment policy, incentive policy, social labor relations policy and personnel development policy. In recent years, researchers have focused on the relationship between human resources policy and firm performance. Studies show that a number of characteristics of human resources policies that help to improve organizational performance include merit-based rewards; merit-based rewards; high job security; internal training (general and specialized); career development; decentralization of decision-making; internal growth; conflict resolution; and high levels of rewards (incentives). The HR (management) policy provides for the transition from "Taylorism" to "holistic" or the holistic concept of HR management; to see the organization as itself and itself as a developing system; adaptability and individualization in work with the personnel, transition to relatively simple (flat) management structures, etc.

When developing an effective human resources policy around the world, it becomes important to take into account and study the peculiarities of national culture (especially in multinational organizations). Throughout the world, specific "national models" of personnel management based on the peculiarities of national culture have emerged (appeared). The scientific literature speaks more about the Japanese and American models. In Russia, no large-scale research has been conducted on the impact of national culture on the human resources policy of the organization. Because scientists claim that since the transition from the "Soviet" economy to a free market economy to the end has not been completed, it is very difficult to identify the national model of personnel policy in Russia.

The diversity of management models is explained by historical and national peculiarities, development of technologies, notions about the place and role of a person in the organization, personnel management according to different principles. Depending on the peculiarities of using the control system, there are three models of personnel management: the model based on simple (primitive) (hierarchical) control, the model based on technological control, the model based on bureaucratic control. The first model is characterized by the fact that the entrepreneur himself personally interferes in the productive process: he hires and dismisses, determines the criteria for awards, and manages the firm himself completely personally. The second method is characterized by the fact that the control is established on the "physical" ("physicist") structure ("technological" control) of the production process, and the third - by the fact that the control is established on the social structure ("bureaucratic control"). In the field of human resources management, based on the methods of distribution of powers among managers of different levels, such models as the "integrated" model, the model of "distribution of powers", the model of "consultation and assistance", the model of "external recommendation" are singled out. Changes in approaches to the

definition of the HR management model are based on the analysis of changes in the tasks (role) of HR managers in the organization. In this approach of personnel management the following main models are distinguished: HR manager as a defender of his staff and a specialist in employment contract; HR manager as an architect of the organization's personnel potential; action-based management model, a model of personnel management based on such criteria as a management grid of the level of people's attention and attention to the needs of production; model of situational management, etc.

In this regard, Uzbekistan is also adapting (trying to meet) the requirements of international standards. The upbringing of a highly educated and intellectually advanced generation is the most important prerequisite for sustainable development and modernization of the country. At the international conference held in Tashkent, President of OTB Haruhiko Kuroda said: "A large amount of investment in education creates the ground (basis) for Uzbekistan to take its place among the most advanced countries. Deputy UN Secretary-General Noeleen Heizer said: "In terms of intellectual potential, the people of Uzbekistan will take one of the leading places in the world. ITB President Ahmad Muhammad Ali, Rector of Westminster University Professor Jeffrey Petts also gave a positive assessment of the education system and personnel policy of Uzbekistan. As Karimov noted: "The implementation of the National Personnel Training Program, its implementation in life, without exaggeration, is the basis of our strategic goal - the creation of a prosperous, powerful, democratic state, free civil society. "An important condition for the development of Uzbekistan is the formation of a perfect system of personnel training based on the achievements of modern culture, economy, science, technology and technologies...". This will be done based on the National Personnel Training

Programme. "The new model of education is aimed at the formation of a free-thinking, independent personality of society," Karimov emphasized.

In this regard, according to the Law of the Republic of Uzbekistan "On Education", the main tasks are to reform the education system on the basis of formation of a competitive environment in the sphere of state and non-state educational institutions, as well as education and training to ensure the consistent development of the education system as a single educational, scientific and production complex; to adapt the education and training system to the processes of renewal, creation of a democratic legal framework

In particular, in order to ensure the integrated development of education, upbringing and science, in the years of independence in Uzbekistan were developed and implemented systematic measures aimed at the development of education and upbringing, increasing the intellectual potential of young people by providing them with modern knowledge, creating conditions for a worthy place in the international arena. In particular, a number of legal and regulatory instruments adopted this year directly relate to the development of the higher education system. In particular, they include the "Strategy for Action" on five priority areas of development of the Republic of Uzbekistan in 2017-2021, which was adopted at the initiative of the President of the Republic of Uzbekistan, the President's Resolution "On measures for further development of higher education", which was adopted on April 20, 2017, the President's Resolution "On admission to higher education institutions in the Republic of Uzbekistan in the 2017/2018 academic year", adopted on May 5, 2017, the President's Resolution "On the organization of special distance learning departments on pedagogy".

The essence and content of the above-mentioned legal and regulatory instruments are to further improve the continuous education system in Uzbekistan and, on the basis of quality education for young people, to develop them intellectually, aesthetically and physically in a harmonious manner, to protect them from alien ideas in the current rapidly developing era of globalization, to strengthen their ideological immunity against ideological and informational attacks, and to develop them in a comprehensive and harmonious manner through knowledge corresponding to the current level of development. It is noted that the strategy from a theoretical point of view, embracing the goals and objectives of the institution's long-term vision, defines its clear policies. There are two closely interrelated parts of it: the strategy of success and the strategy of development. The purpose of these two strategies is to develop the activities of the institution (or organization).

Based on the above strategy, the system of higher education institutions is focused on such issues as "formation of target parameters for training of personnel with higher education, optimization of areas and specialties of education in higher education institutions, taking into account the prospects of integrated development of regions and sectors of the economy, the needs of implemented territorial and sectoral programs.

In the process of implementing these strategic goals, it is necessary to take into account the goals, patterns of demand and supply of the labor market.

Thus, the personnel strategy includes two main (initial) elements: formation of strategic goals and definition of strategic directions. Personnel strategy integrated into the overall development strategy of the organization combines the personnel management policy and its purpose, ideology, principles and methods of decision-making.

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