

ASSESSMENT OF MANAGEMENT EFFICIENCY IN COMPETITIVE PERSONNEL TRAINING

Ilyasova Munisa Mirvaliyevna
PhD Tashkent Medical Academy

Salimova Malika Rashidbekovna
Tashkent Medical Academy

Israilov Jaxongirxon Djamshidxonovich
Tashkent Medical Academy

Razikova Aziza Abdumalikovna
Tashkent Medical Academy

ANNOTATION

The article covers the effectiveness of management activities of higher educational institutions, the effectiveness of management activities, the interaction and factors of the effectiveness of the management system and the management process, indicators of the effectiveness of the educational institution, and the issues of the priorities of the training departments.

Keywords: innovative, management process, management efficiency, competitive personnel, assessment methods, accreditation, alternative level.

As a result of the development of time, various innovative technologies and gadgets have entered our daily life and they are getting better every year. It cannot be denied that these things have become the essence of human life and that there are people who cannot imagine a day without them. Of course, we are already convinced that enriching the educational process with innovative technologies will increase the quality of higher education, make it interesting and diverse, and now every higher education institution uses them.

Ensuring the active participation of young people in the large-scale reforms implemented in the Republic of Uzbekistan with the adoption of laws "On Education" and the national program of personnel training, highly moral, independent and free-thinking, modern science -creates the ground for the implementation of the state policy on youth aimed at raising a healthy and well-rounded generation that has thoroughly mastered the achievements of science. In developing the economy based on innovative requirements, increasing the level of education of the population, the intellectual potential of production, the scope of foreign investments expansion, development of entrepreneurship, small and private business, in turn, personnel in new economic directions, including training, retraining and improving their qualifications, are the urgent tasks of today. Higher education Is it compatible with

educational standards in the system? The reforms carried out in our country on the level of training of specialists and raising the scientific potential, studying the experience of developed and developing foreign countries, based on the state education standards of our republic, conducting scientific research, developing science, education, medicine and It is necessary to increase their quality level and ensure their efficiency based on the further development of cooperation. to determine the aspects of connection between the management process and practical activity results;

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The concept of management efficiency results from the interaction of management system and management process efficiency. Here we pay attention to the common and different aspects of the concepts of management system efficiency and management process efficiency. can be evaluated in terms of quantity and quality. The concept of "Efficiency" causes various discussions and debates in management and administration sciences. Due to the lack of a general theory of efficiency, all efforts in this direction have not led to the expected results. Among such universal factors, the following can be listed:

The quality of the set goals, the possibility of real implementation of the goals, that is, their compatibility with the means of achieving the set goals;

Correct assessment of the current situation;

Motivating the head and employees of the institution towards the set goals;

The potential and personal qualities of the head of the institution;

The amount and quality of resources allocated to achieve the set goals;

Participation of the state and society as well as collegial management bodies in making management decisions.

In addition, in the management system of educational institutions, the management process should be properly established, the concepts of its effectiveness should be clearly distinguished, its content and essence should be revealed, the department rating model based on the method of hierarchies analysis in educational institutions should be developed, its Based on the methods of evaluating the effectiveness of the management process, the factors affecting the achievement of high results in the evaluation of the effectiveness of the management of the educational institution are considered.

Drawbacks and Problems

Non-compliance of the personnel training system with the requirements of democratic changes and market reforms, insufficient material-technical and information base of the educational process, lack of highly qualified pedagogical staff, lack of quality educational-methodical and scientific literature and didactic materials, education system, the lack of thorough cooperation and mutually beneficial integration between science and production is one of the serious shortcomings of the existing system of personnel training. Scientific institutions, production and social institutions are not sufficiently involved in the process of personnel training. The tasks of development and implementation of state educational standards, state certification and accreditation of educational institutions have not been determined. The system of evaluating students' knowledge level does not provide objectivity and speed. The fact that a large part of teachers, pedagogues and educators have not received good training, their low level of knowledge and profession remains a serious problem, there is a shortage of qualified pedagogic personnel. Only 20 percent of all educators and pedagogues in the field of preschool education have higher education. While the average number of teachers in schools is 93%, in some regions this figure does not exceed 77-80%, and in certain subjects it does not exceed 50%.

The average age of scientific and scientific-pedagogical personnel is growing. Doctors of science under the age of 40 make up 0.9% of the total number of doctors of science in higher educational institutions of the republic, and those aged 50 and older make up 79%. The average age of those approved for the scientific degree of Doctor of Science is 50, and Candidates of Science are 36 years old.

In conclusion, it should be emphasized that the achieved results do not fully correspond to the strategies and requirements of the modernization of the economy and the establishment of a competitive national economy. It cannot be said that the education system has sufficient quality parameters to achieve the basic strategic goals of the state and society development and to fulfill the tasks arising from them in the conditions of rapidly developing economic processes.

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