

The Role Of Personnel Retraining And Professional Development Institutions In The Innovative Development Of The Educational System

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Abstract

In the article gives opinion about perfecting of retraining system and improving qualifications personals conditions of developing innovation activities of Republic of Uzbekistan.

Keywords: innovation, scientific and technical innovations, socio-economic efficiency, intellectual, integration.

In the developed countries of the world, in particular, the development of the United States, Germany, Great Britain, Japan, and South Korea is determined by investments aimed at strengthening the human factor, that is, the development of human potential, in particular, the increase in the level of education of the population and the professional training of young personnel. The way to ensure the priority economic growth of the country and regions is found in the field of improving the quality of education at the modern stage. It is known that today the educational paradigm is changing in the developed and developing countries of the world. Based on the Asian model of education, the educational process is focused on the development of the skills of practical application of the knowledge gained from theoretical knowledge, and the formation of independent learning skills in students based on information technologies. The Swiss World Economic Forum has announced the ranking of countries with the fastest growing economies.

The perspective of reforms in Uzbekistan is based not only on the experience, traditions and values of the country, but also on the use of advanced international foreign experience. In our country, special attention is being paid to the fundamental improvement of the higher

education system, the fundamental revision of the content of personnel training based on modern requirements, the training of competitive highly educated specialists, and the improvement of the management of innovative activities in the higher education system in the development of the industry at the level of world standards. In this regard, the creation of a national system of electronic educational resources in the main fields of knowledge, access to the world's educational resources and the improvement of this infrastructure, the use of the world's and national electronic educational resources through information and communication technologies in the educational process, the problems of developing the material and technical base of educational institutions and network infrastructure in the higher education system is relevant

In the conditions of current globalization, rapid informatization of socio-economic systems increases the demand for effective use of scientific, technical and innovative resources. This, in turn, means continuous improvement of the quality and directions of personnel training, bringing the field of higher education to new stages in a short period of time, expanding the scope of its services, attracting new specialties that meet the needs of the times, and ultimately accelerating the

processes of training quality and qualified personnel for the sectors of the real sector of the economy. requires. From this point of view, it is of urgent importance to bring the higher education system closer to international standards and increase its social effectiveness. Increasing the economic and social efficiency of the higher education system depends, firstly, on the use of advanced methods of managing this system, which have been tested in the world experience, and secondly, on the changes in the market situation of educational services and on the continuous improvement of the pedagogical skills and scientific-methodical potential of the higher education staff.

The high level of professional training of the pedagogic staff of higher educational institutions, the development of pedagogical skills, the motivation for professional and personal self-improvement, as well as the acquisition of new professional competences arising from the demands of the labor market, innovative activity, in a word, the study of acmeological factors of the development of professional competence requires. It is known that acmeology is a field of science that studies the phenomena, laws and mechanisms of development in the stages of human maturity, and especially when it reaches a high level of development, which usually indicates the formation of maturity in it. The concept of "acme", considered one of the main concepts of science, is Greek in Greek. acme means maturity, peak, perfection, growth, maturity, logos - teaching, science) and its content is more commonly used as a science of adult human development. A group of researchers (B.G. Ananov, A.A. Bodalev, A.A. Derkach, N.V. Kuzmin, N.A. Ribnikov, K. A. Abulkhanova, G. Tillaeva, etc.) shed light on the problem of acme they mean a relatively long period of time in which an adult's life is characterized by a high level of employability,

and when he realizes his civic activity as a person, and at the same time, he is productive and creatively productive.

A successful solution to the problems of the integration of the economy into the world community requires rational management of the training and retraining of higher education service personnel, increasing the professional skills and qualifications of personnel and scientific-pedagogical potential based on the expansion of existing material, technical and intellectual capabilities, and creating an advanced basis of the system of training. For this, the demand for the knowledge and skills of personnel should be based on the needs of today and in the future, and it depends on the quality of training of teachers and the consistent implementation of their tasks aimed at improving their qualifications. In this case, it should be said that the importance of each educational stage is determined according to the contribution to the positive solution of the priority socio-economic problems set before the educational stage.

In the process of globalization and internationalization of education itself, higher education is the link that needs to be developed most dynamically. Due to the fact that the role of qualified personnel is important in the effective implementation of all tasks arising from the above-mentioned, it is necessary to continuously retrain them and increase their regular qualification based on the requirements of the time and world standards.

At the current stage of socio-economic development of the country, the importance of intangible factors of increasing production efficiency is increasing. This is reflected in the significant contribution of educational services to the highly rapid development of economic sectors. In societies that provide high efficiency through the use of information supply, information exchange, information

processing and information technologies, the desire to improve the modernity and speed of educational services and the structure of its consumers is increasing day by day and is causing the emergence of a competitive environment in the field. In such conditions, the need for further improvement of educational services is increasing, giving a more dynamic tone compared to the pace of development of the real sector of the economy, covering the whole society. As a result, educational services are widely and rapidly improved in the conditions of modernization of the economy, as the range of services expands, types increase, and quality indicators improve, researches, theoretical and scientific-methodical approaches to this field are being developed.

In this regard, our government has decided to "establish the main scientific-methodical center for retraining and improving the qualifications of pedagogues and leaders of the higher education system under the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan; according to it, higher education institutions retrain pedagogic personnel and improve their qualifications[1]", "To meet the requirements of the state from the perspectives of social and economic development of the country, from the priority directions of the development of science and technology, from the introduction of new information and pedagogic technologies, as well as highly qualified scientific and scientific It is appropriate to consider the issuance of a number of decisions such as "amendments and additions based on world achievements and trends in the field of pedagogical personnel training[2]" as reforms being implemented in this field.

In addition, in the development of the country's economy, in ensuring the transition from an industrialized economy to an innovative economy, the activities of the educational system, especially the retraining of

teaching staff of higher educational institutions and the activities of their professional development institutions, are of great importance, and are of great importance to the strategic programs of the country's scientific and technical development. It is appropriate to implement the state policy in the field of innovative development of relevant science, education and production, to develop a system of mutual relations with the participants of the national innovation industry, which ensures the effective transfer or implementation of business strategies, technologies and promising innovative achievements in the real economy network.

In this regard, implementation of innovative technologies, implementation of modern achievements of science in economic sectors and fields based on the priority directions of development of science, fundamental and applied research, ensuring mutual integration of science and higher education and production, realizing the creative and intellectual potential of young people In order to increase, the most important thing is to develop innovative activities in the economy of the country, according to the statement "On the issues of organizing the implementation of innovative cooperation of higher education, science and production [3]", "Education, science and production innovation cooperation centers" were established in higher education institutions and increased the responsibility of increasing the scientific potential of pedagogues.

This, in turn, imposes on the retraining and professional development institutions to develop a strategy for the new stage of the higher education system, to improve the regulatory framework, i.e. to make changes and additions to the legislation on education. In general, in order to properly and effectively organize the activities of personnel retraining and professional development institutions, a number of tasks, including:

- collection and development of available information on the activity of educational systems;
- assessment of the periodic status of the educational system;
- analysis of educational system activity;
- assessment of the level of service provided by the institution's internal capabilities;
- assessment and analysis of the labor potential of the educational system;
- forecasting the activity of the educational system;
- forecasting the demand for training;
- assessment of the elasticity of the demand for professional development;
- analysis of strategies for retraining and professional development;
- informative and analytical justification of the work plans of the institution based on econometric modeling;
- it is expedient to determine the thoughts and opinions of the pedagogic personnel who have come for retraining and professional development, their behavior in different situations, etc.

In conclusion, if we assume that the processes of increasing the qualifications and scientific-methodical potential of higher education employees, professors and teachers need to go faster and faster than the processes of increasing the potential and growth of employees of other fields, the structure, structures and educational process of this system should be comprehensively improved and content-wise deepening is of urgent importance.

Based on the above analysis and opinions, we consider it necessary to carry out the following activities in order to improve innovative activities in the higher education system based on information technologies:

It is necessary to develop new programs on the organization of teaching-methodical and scientific processes on the basis of modern

technologies in the Ministry of Higher and Secondary Special Education and higher educational institutions under its jurisdiction. At the same time, it is suggested that it is time to pay attention to the issue of formation and implementation of a new style of distance education system (MTT) by effectively using the possibilities of modern information and communication and Internet technologies. For this, first of all, the main normative documents of MTT should be developed. Then it is necessary to establish a coordinating council on distance education and distance education centers in higher education institutions.

In the process of higher education management, in the development and implementation of management solutions for senior personnel, such problems as the development of a modern management system, the modernization of the information and communication technology market, the improvement of corporate culture, the introduction of an effective monitoring system, the improvement of personnel qualifications, the development of the market for consulting services and innovative infrastructure should be solved. It is necessary to evaluate the effectiveness of the management process of the HEI by determining the aspects of the relationship between the management process and the results of practical activities, using expert systematic evaluation methods of the effectiveness of the management process according to the criteria in the organizational structure, and analyzing the obtained results.

Monitor the educational system in order to determine the need for the training of management personnel in the higher education system in the regions of the Republic of Uzbekistan and the formation of their reserve, the development of regional programs and the specialization of educational institutions, making changes and corrections to specialties, opening new directions in necessary cases and

admission quotas to educational institutions in the region it is necessary to set the parameters. Interdisciplinary training and qualification improvement of innovative active specialists with a high demand in the labor market;

Carrying out fundamental and applied scientific research, in some cases, experimental construction work (intellectual property objects, know-how, license, patents, new methods, the result of scientific research, etc.).

Training of professors, academic staff, doctoral students, independent researchers and students on the implementation of scientific research activities.

Dissemination of knowledge about modern innovations in various branches and fields to listeners and students in the course of training (educational sessions are widely studied and held on the basis of innovative enterprises. Through this, HEI strengthens its competitiveness in the market of educational services.

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and technical base of higher education institutions and fundamentally improve the quality of training of highly qualified specialists."

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3. Decision of the President of the Republic of Uzbekistan dated April 20, 2017 No. PQ-2909 "On measures to further develop the higher education system".

4. Resolution No. 365 of December 28, 2012 of the Cabinet of Ministers "On measures to improve the system of post-secondary education and certification of highly qualified scientific and scientific-pedagogical personnel".

5. Statement No. 47 of the Cabinet of Ministers of the Republic of Uzbekistan dated November 4, 2015 "On issues of organizing the implementation of innovative cooperation of higher education, science