



PERSONNEL POTENTIAL IN THE LABOR MARKET

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Abstract

The issue of personnel is of great importance in the development and all-round development of our country. In this regard, systematic work is being carried out to qualitatively raise the process of training qualified personnel with modern knowledge and high moral and ethical qualities to a new level.

Decisions and decrees adopted in recent years, Presidential addresses serve as the basis for the training of qualified personnel. In the same process, future employment processes are being systematically launched, depending on the potential of the graduates of the higher education system of our country.

Key words

higher education, personnel, workforce, modern, potential higher education, educational services, labor market, employer, professional knowledge, professional skills.

Enter

After independence, personnel training in Uzbekistan is carried out on the basis of the national personnel training program adopted by the Oliy Majlis of the Republic of Uzbekistan on August 29, 1997, and is carried out in a continuous system. Preparation for the stage of formation of a person as a staff is carried out in general secondary schools, academic lyceums. The main contingent of K. is trained through vocational college, bachelor's and master's degrees. Training of qualified K. with high scientific potential is carried out in post-graduate, residency, adjunct, and doctoral programs.

Special attention is paid to the training of highly qualified personnel in the country. For this purpose, new educational institutions were opened, a wide way was opened for students to acquire professions in developed foreign countries. The President of the Republic of Uzbekistan IA Karimov summarized at the 9th session of the Oliy Majlis of the Republic of Uzbekistan (1997) that the main principles of the formation and operation of the K. training system include the following tasks: continuous education for the training of highly qualified specialists in all types of educational institutions, effective use of science and internal potential; introduction of state education standards and development of their functioning mechanism; to determine the perspective of national and regional requirements for specialists according to specializations and qualification level; retraining of teachers and trainers to reform the educational system in terms of structure and content; improving the career guidance activities of state and social institutions. In this case, it is necessary to take into account the market needs and possibilities of choosing a profession, so that a person can get a suitable profession; Consumers of personnel training system — enterprises, institutions, firms, joint-stock companies, banks, etc. to use the possibilities of the structures as widely as possible, first of all, to strengthen the material and financial base of secondary special vocational and higher educational institutions; Attracting funds from foreign investments, international donor organizations and foundations in the field of personnel training and education; within the framework of the law, to give independence to educational institutions, first of all to higher educational institutions, and to introduce self-management

methods in determining curricula, programs and teaching guidelines, educational services. The preparation of highly qualified, modern knowledge, capable of thinking based on the requirements of the present day is the key to solving both socio-political and economic problems.

The main part

Sufficient conditions are being created in our country for young people to learn foreign languages perfectly, special attention is paid to teaching foreign languages to representatives of the younger generation. At the same time, in order to increase the potential of young personnel, a number of good and noble works are being carried out. An example of this is the decision No. 610 of the Cabinet of Ministers of the Republic of Uzbekistan dated August 11, 2017 "On measures to further improve the quality of teaching foreign languages in educational institutions". It is known that teaching foreign languages in our country has been defined as one of the important tasks since the first years of our independence. Attention to learning and teaching foreign languages has increased, especially after the adoption of the decision of the First President Islam Karimov on December 10, 2012 "On measures to further improve the system of learning foreign languages". In this decision, along with the progress in teaching foreign languages, educational standards, curricula and textbooks do not fully meet the requirements of the times, in particular, the demand for the use of advanced information and media technologies, and education is mainly conducted in modern methods. , shortcomings related to the organization of continuous learning of foreign languages at all stages of the educational system, as well as the improvement of teachers' qualifications and the provision of modern educational and methodological materials are also indicated.

The decision of the Cabinet of Ministers of the Republic of Uzbekistan on August 11, 2017, which we mentioned above, was the result of the five-year system of reading, learning and evaluating foreign languages in our republic, which began in 2012. This decision indicates that reforms in the field of education are continuing consistently in our republic, and the goal of providing benefits, certificates of qualification and encouraging them is envisaged for pupils, students and pedagogues who are fluent in foreign languages.

According to the decision, from now on, at all stages of the continuous education system, it is necessary to ensure the quality of teaching foreign languages to the young generation, to improve the system of training specialists who can speak foreign languages fluently, to recognize the coherence and continuity of educational programs in this direction. A national test system for assessing the level of knowledge of foreign languages will be introduced in order to ensure this. To implement such measures, the level of mastering foreign languages at all stages of the continuous education system is determined by the state educational standards "Listening", "Reading", "Writing". , an evaluation mechanism will be developed based on "Speaking" skills.

Another important aspect of the decision, which will be implemented in practice, is that according to it, pupils, students and pedagogues who have a state model qualification certificate on the level of knowledge of foreign languages can study languages in leading educational institutions abroad. will be fortunate to participate in the practice. In addition, as of January 1, 2018, applicants with a certificate of qualification will have the following privileges for 3 years from the date of obtaining the certificate, that is, graduates of general secondary education institutions, applicants and bachelors In order to continue to the next stage of education, when entering educational institutions where foreign language (English, German, French) is included in the list of tests, the maximum score in foreign language is given and the foreign language test is exempted. Also, pedagogues of educational institutions who have a qualification certificate of level V2 and above are evaluated with the maximum score in the attestation process and are exempted from tests. Based on the volume of demand, tests are systematically conducted in the regions for applicants who have expressed their desire to receive a certificate.

Today, there is a great need for scientific engineers and scientific workers who can communicate freely in Uzbek, Russian and English languages and have excellent computer skills in all areas. That is why the

most important issues defined in the national personnel training program, the classified electronic source of personnel potential and the results of the personnel potential being prepared by the state are equally important for everyone.

In this regard, the decree of the President of the Republic of Uzbekistan dated May 18, 2017 No. F-4941 "On the establishment of the Republican commission on the development of the concept of the further development of the secondary special vocational education system" it can be considered as the first big step in the introduction of the international classification and assessment system. This requires that things be done step by step. First, it is introduced internationally in the national education system, and then international recognition is achieved. If this way is followed, the personnel coming out of the educational system of Uzbekistan will be recognized not only in our country, but also by the leading countries of the world.

In our opinion, the evaluation system should be introduced not only for foreign languages, but for all subjects. After all, the internal assessment system, the external demand, that is, the next stage of education and its recognition by the employer, clarify many issues and lead to an intensive increase in personnel potential. In addition, if the certificate obtained in each subject has the status of a certificate recognized by the state testing center, then we can achieve the following results:

Summary.

Analysis and results According to the analysis, in order to improve the professional skills of the labor force, it is necessary to give it a sufficient level of professional knowledge. Knowledge is considered to be information formed at the expense of assimilation of information related to the relevant field through various sources, and the quality of the labor force of students who are able to apply the knowledge acquired in higher educational institutions at a high level in practice is highly valued. According to the results of studies conducted by experts of international organizations, the professional qualifications of the candidates participating in the competition for employment in the relevant positions by employers are increasing. In this case, the establishment of effective cooperation between higher education services and employers is considered as an important condition for achieving these positive results. In particular, in 2020, 95 percent of the candidates did not have professional knowledge, skills and qualifications for the relevant position, and in 2022, this indicator will be equal to 91 percent.

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