

TRENDS IN THE DEVELOPMENT OF PERSONNEL TRAINING IN THE AGRARIAN EDUCATION SYSTEM

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ABSTRACT

The article focuses on the adaptation of the population to the constantly changing professional conditions of the agricultural sector, improving the quality of education through the assessment of human resources, training competitive personnel for the labor market and developing agricultural universities.

Keywords: human resources, competitiveness, agrarian education system, labor market, development trends, evaluation criteria, training, development.

АННОТАЦИЯ

В статье акцентируется внимание на адаптации населения к постоянно меняющимся профессиональным условиям аграрного сектора, повышении качества образования за счет оценки человеческих ресурсов, подготовки конкурентоспособных кадров для рынка труда и развития сельскохозяйственных вузов.

Ключевые слова: человеческие ресурсы, конкурентоспособность, аграрная система образования, рынок труда, тенденции развития, критерии оценки, обучение, развитие.

INTRODUCTION

There is a saying of wisdom that "education and upbringing begin from the cradle". Only enlightenment leads a person to perfection, to the development of society. Therefore, it is not surprising that the state policy in the field of education in our country is based on the principle of a system of continuous education, trying to create a holistic and continuous system that, from the birth of a child to the age of 30 years, will support it in every way, will help to find a worthy place in life.

In developed countries, great attention is paid to investing in the full cycle of education, that is, to invest in the education of the child from the age of 3 to the age of 22 years. Because this same investment will bring 15-17 times the profit to society. At us this figure is only 4 times. Consequently, we must focus on human capital, mobilizing all the opportunities for this [1].

The scientific works of such scientists as Ye.Ye.Chugunova, Ye.S.Meshenko, N.Kononets, Ye.Yu.Xilova, T.T.Cherkashina, N.A. Kovaleva from the countries of the Commonwealth of independent states are devoted to research on the issues of improving the educational system.

A number of scientists conducted their scientific research on the radical reform and development of the educational sphere of the Republic. Particularly, they're studied in the scientific work of A.O.Ochilov[2], O.S.Kahhorov[3], A.S.Kucharov[4], A.A.Makhmudov[5], T.Teshabaev, A.E.Norov[7], J.O.Kucharov[8] and others.

In providing the agrarian sector with leading personnel, it is necessary that the population adapt to constantly changing professional conditions of activity, ensure the possibility of continuous self-development in accordance with individual aspirations, operate on the basis of the principles of increasing the educational resources of society. However, it is necessary to formulate training, knowledge and skills so as to be able to fully respond to the competitive environment of the areas of Agrarian education. Therefore, a number of problems in the conduct of educational processes before agrarian educational institutions are preserved. **Firstly:** the dependence of the extreme majority on the theoretical direction in the course of training. This affects the complication of the process of adaptation of a graduate of an educational institution directly at work. From this it is possible to conclude that the adaptation of graduates in the workplace is difficult, as well as the inability to understand the main directions of the application of theoretical knowledge in practice. **Secondly:** the primary link of education is reflected in the lack of basic tools, equipment, teaching and laboratory equipment, educational literature, necessary for the conduct of a highly effective, modern educational process, even in a pre-school educational institution, schools, technicians, higher educational institutions, directly affects the quality of Education. It can be seen that the depreciation of educational equipment leads to a decrease in the process of learning and mastering new technologies from year to year. **Thirdly:** as a result of the occurrence of corrupt situations in the educational system, it leads to a decrease in the prestige and position of educational institutions through the occurrence of imbalance and tension among students as well as various conflicts. It also hinders the formation of high-quality intellectual capacity in the country. **Fourthly,** lack of adequate financing of education and science sector has affected from tertiary institutions to the lowest tier, along with a number of problems in the training of highly qualified personnel, decrease in the position of educational institutions. In addition, inadequate financing of the educational system has a negative impact on the socio-economic development of the state, as well as on the decline in the level of education and, as a result, the decline in manpower capacity and economic growth. **Fifthly:** the lack of direct and indirect close relations between higher education institutions and the labor market often becomes the final stage of summing up the problems arising in the employment of intellectual potential personnel in the country and the quality of the use of human labour. Most graduates do not work in their specialty after completing their studies, even fully retraining, sometimes prefer to re-read the directions of the second specialty. This undermines the effectiveness of the educational system. However, it is obvious that graduates are not ready to choose low-paying starting vacancies, even when looking for a job in the “specialty”, but at the same time it is worth noting that the employer is not ready to hire a university graduate who does not have the appropriate work experience and the necessary skills. The problem becomes a conflict of interest between employers and university graduates. Therefore, the development of theoretical and practical knowledge received by employers of graduates of higher education institutions, the criteria for assessing their potential is today's demand. Based on our own research, we have developed the following criteria for assessing the potential of personnel (Table 1).

Table 1 Criteria for Assessing the Potential of Personnel

№	Assessing criteria	Assess indicators			
		5	4	3	2
1	Indicators of the graduate diploma				
2	Objects (public, private and other organizations)that underwent practical operations during the training period				
3	The use of information and communication technologies and the level of knowledge of foreign languages				
4	Level of normative-legal and other documentation works				
5	Age, creative thinking, organization of business negotiations, ability to make decisions, leadership characteristics, willingness to enter into a relationship with others				
6	Achievements in the educational period (scientific, spiritual-educational, sports, Olympiad, etc.)				
7	Republican and international rating of the Higher Education establishment				
8	The presence of additional qualification of the graduate				
9	Potential of teaching staff at Higher Education establishment				
10	others				
	Total				

On the basis of the criteria for training the potential of these personnel, the possibilities of paying attention to the most important aspects of the educational process of Agrarian educational institutions increase. These personnel potential assessment criteria that are highly effective (4,5-5 evaluation), average effective (3,5-4,4 evaluation), lower effective (2,6-3,4 evaluation), inefficient (0-2,5 evaluation) will have the opportunity to determine the potential of graduates of an educational institution by employers or involving other organizations. It is also required that higher education institutions organize work on what aspects should be paid attention and give importance to development by analyzing the criteria for assessing the above personnel potential in the future training. This, in turn, creates opportunities for students to work on themselves in educational institutions, make productive use of their free time, create new educational areas, while professors and teachers also require regular improvement of their curricula and programs on the basis of these evaluation criteria in the process of training. In addition, students are prepared by employers after completing their studies knowing that they will pass their tests on the basis of these evaluation criteria and will serve to increase the quality of Education.

In the training of personnel, it is considered necessary that higher education institutions pay special attention to the quality of highly qualified personnel and monitor their level of employment. For the agrarian sector, the university, institutes and branches operating in our republic have set the main goal of training personnel based on their position and territorial location. At the same time, the special attention of our government to the agrarian sector has a positive impact for all agrarian educational institutions, and there is attention to the position of their personnel in the sector and to the further experience of their personnel, which is being prepared by training seminars, establishing retraining courses, improving their skills in increasing their potential. In order to develop agrarian education in our country and raise the status of higher education institutions on the basis of radical reform on the basis of the law and

the documents under the law, the delivery of highly qualified personnel to the labor market with the help of the most effective methods has been set as a provard goal.

Consistent changes in the development of personnel training in the agrarian education system are yielding results. In particular, the adoption of the resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated November 3, 2015 № 311 “on measures to further improve the provision of highly qualified personnel with higher education in the agricultural and water resources sectors” is an important factor for the reform of the personnel training process in the agrarian education system[9]. According to the decision, the necessary specialization of the agricultural and water sectors and the need for highly qualified personnel with higher education with a level of knowledge, to improve the work of graduates of higher education institutions in the field of Agriculture and water management in accordance with the specialty they occupy;

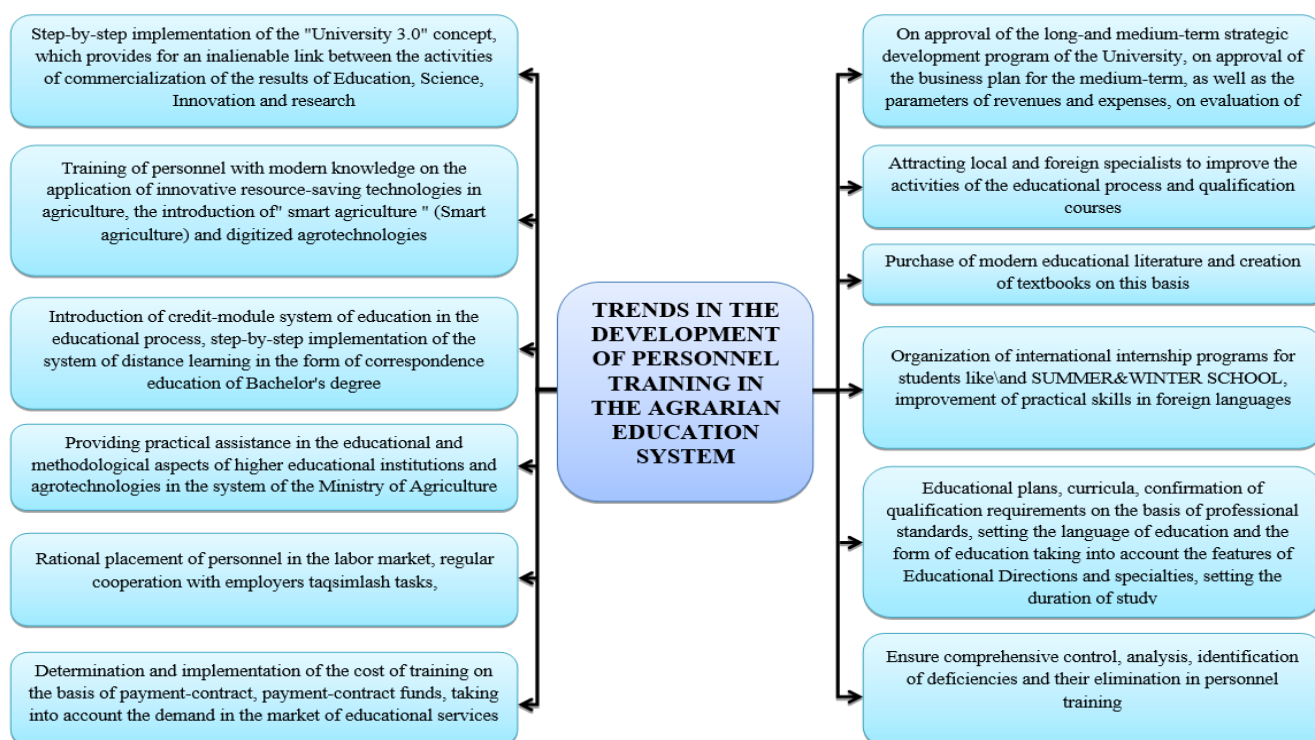
to deepen the integration of Education, Science and agricultural production in agriculture and water by involving leading scientists and experienced specialists in the educational process, organizing and conducting joint research, and then introducing them into the production of their results;

the leader of the higher educational institutions in the field of Agriculture and water economy is the promotion of cooperation with foreign higher education and scientific institutions, attracting international grants for further improvement of the educational process and increasing the pedagogical and professional level of the structure of professors and teachers, broad exchange of information and accumulated practical experience;

ensuring the consistency and continuity of secondary special, vocational and higher education in agriculture and water economy, increasing the professional level and quality of the educational process, providing practical assistance to academic lyceums and vocational colleges in agriculture and water economy in the preparation of educational and methodical literature; the further development of the material and technical base of educational institutions in the field of Agriculture and water resources, as well as the establishment of tasks such as equipping them with modern educational and laboratory equipment and information and communication technologies, has launched a new stage for agrarian education. The Law of the President of the Republic of Uzbekistan dated September 23, 2020 #639 “On Education”, the Decree of the President of the Republic of Uzbekistan dated January 28, 2022 #60 “On development strategy of New Uzbekistan for 2022-2026”, the Decree of the President of the Republic of Uzbekistan dated October 8, 2019 #5847 “On approval of the concept of development of the higher education system of the Republic of Uzbekistan until 2030”, the Decree of the President of the Republic of Uzbekistan dated October 23, 2019 #5853 “On approval of the strategy of development of Agriculture of the Republic of Uzbekistan for 2020-2030 years”, the Decree of the President of the Republic of Uzbekistan dated October 19, 2020 #6097 “On approval of the concept of development of science until 2030 year ”, the Decree of the President of the Republic of Uzbekistan dated July 30, 2020 #4795 “On measures for further improvement of the agrarian education system” the Decree of the President of the Republic of Uzbekistan dated October 28, 2021 #5269 “On measures to establish the Institute of agrotechnology and innovative development in Termez”, the Decree of the President of the Republic of Uzbekistan dated December 28, 2021 #60 “On additional measures to ensure academic and organizational and

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At the same time, the head of our country also touched upon the development of Agrarian education and the issue of personnel and stressed the need to start work at the International Agricultural University from 2022/2023 academic year and attract foreign teachers there, improve the skills of local trainers. 17 million dollars of credit and grants were also attracted to Tashkent State Agrarian University. On account of this, the University Laboratory is equipped with 129 types of modern equipment, new areas of experience in 20 areas such as gardening, vegetable growing, livestock, irrigation, food industry are organized, foreign specialists are involved. He also stressed the importance of training specialists of the middle ear for the sphere. To do this, it is necessary to ensure the interrelationship of colleges and technicians with higher education. Therefore, the responsible ministries emphasized the importance of revision of secondary special educational programs, textbooks and practice systems on the basis of the requirements of enterprises of the sphere[10]. The result of such consistent reforms is the most effective direction for agrarian education. Also, in order to properly organize the educational process, to be highly effective the criteria for assessing the potential of personnel, the development of trends in the development of personnel training in the agrarian education system and its implementation in the educational system will serve as a primary goal. (Picture 1).



Trends in the development of personnel training in the agrarian education system (picture 1)

CONCLUSION

If these developed trends are consistently applied in the activities of higher education institutions, it will certainly show its results in a short period of time and serve to prepare the personnel potential as specialists that meet the requirements of the labor market. It also forms a healthy competitive environment among educational institutions, satisfies the demand of its population for quality food products through the development of the agrarian sector and is an important factor in ensuring employment of its population.

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