

## RELEVANCE OF THE PROBLEM OF QUALITY OF EDUCATION AND HUMAN CAPITAL IN HIGHER EDUCATION

Raxmonova Manzura Shokirovna

Teacher of the Department of  
Educational Management of KSPI

### ABSTRACT

In this article, it is considered that the relevance of the problem of education quality management is related to socio-cultural changes in the society and changes in the education policy of the state.

**Keywords:** Educational institutions, international rating, quality of education, systematic approach, educational legislation.

Ensuring the effectiveness of reforms implemented in the higher education system of our country directly depends on qualified education managers. The essence of the large-scale reforms implemented in Uzbekistan in the following years is, first of all, consistent development of all sectors of our economy. Training of potential young personnel with in-depth knowledge and practical skills for industries occupies a special place in the successful implementation of this task. This goal - increasing human capital is one of the most important and integral parts of Uzbekistan's development strategy. In this way, large-scale works aimed at the comprehensive development of the higher education system, providing it with qualified and ambitious specialists with practical experience are being carried out. As a result of the implemented systematic measures, the material-technical base, legal-normative, methodical support of higher education institutions is being gradually strengthened. In the Action Strategy for the further development of the Republic of Uzbekistan, directions such as "reforming the public administration system, developing the organizational and legal foundations of the public service, implementing public control mechanisms, developing modern forms of public control, and increasing the effectiveness of social partnership" and this, in turn, takes an important place in the development of the management strategy in higher education institutions, considering this process as a pedagogical system with a research and analytical direction. Based on the decision of the President of the Republic of Uzbekistan "On measures to further develop the higher education system", creating a healthy competitive environment among higher education organizations, raising the quality of education to a higher level and National rating of higher education institutions has been published by the State Inspectorate for Quality Control of Education for the last three years in order to help them enter international ratings. Our higher education standards are being improved based on advanced foreign experiences. Every year, the rating of Higher Education Institutes is studied, and the mass media is presented to the public with transparency and openness. This caused the formation of a competitive environment between universities. According to a number of researchers, organizational-economic mechanisms formed on the basis of deterministic and stochastic relations of economic events and related to their sequence in time can be classified as open and closed organizational-economic mechanisms. The group of open mechanisms includes the

mechanisms that are traditionally responsible for the balance of regional, national and transnational economies: pricing mechanisms; includes the economic mechanisms of states and large corporations and organizations. The final result of the operation of such mechanisms is an updated state of the main event. If we consider closed economic mechanisms, it should be noted that their main characteristic can be considered the reproduction of basic economic concepts in other forms of management.

It is worth noting that in the domestic and foreign theory and methodology of management in the field of education, a single terminological apparatus has not been formed in relation to the main aspects of this field, which makes it difficult to fully study the problems of the management system of a higher education institution. The specific features of management in the conditions of educational institutions are as follows: - the uniqueness of the relationship between the subject and the object: the object of management and the subject at the same time; - Normalized and non-normalized working hours; - Self-employment characteristics, motivation; - Dynamics of the internal and external environment of the higher education institution; The main concept in the systematic approach to the management of a higher education institution is the term "system". It seems appropriate to emphasize that a system can be considered as a phenomenon, process or object with a number of unique properties. The analysis of the researchers' work made it possible to determine the following, which determine the specific features of the systems to be taken into account in future work: *Development of the organizational-economic mechanism of the higher education quality management system.*

One of the most important directions of modernization of higher education in the conditions of the Bologna process is the development of the organizational and economic mechanism of the higher education system, which ensures the stable development of the system. The development of such a mechanism is based on the following concepts and definitions:

=> increasing the complexity of any system;

=> improve system adaptation to environmental conditions;

=> expand the scope of the event;

=> quantitative and qualitative growth of the economy;

=> social development.

Thus, we can conclude that the concept of "system development" (in this case, the development of the system of higher professional education) implies a quantitative and (or) qualitative change in this system.

As stated in the materials dedicated to the Bologna process, the direction of the change of higher education management structures should be the direction of improvement of all activities that make up internal and external quality assurance, more precisely, the direction of development of universities' readiness for changes. This process requires a developmentally appropriate approach to quality assurance in both educational institutions and institutions responsible for higher education accreditation. In the analyzed works, it is also emphasized that quality assurance is built as inclusive, that is, all participants of the educational system should participate in its processes, and the supervisory bodies should encourage universities to make such decisions.(1)

As noted above, a component of the process of developing an organizational-economic mechanism is, among other things, improving the adaptation of the system to environmental

conditions. In the context of the development of management decisions regarding the operation of the organizational-economic mechanism of higher education quality management, this component can be opened as the principle of open innovation, which establishes specific rules of interaction with the innovation environment.

*Improving the organizational and economic mechanism of the higher education quality management system.*

Improving the organizational and economic mechanism of the higher education quality management system as a strategic task of developing the entire structure of higher education should be carried out in connection with the complexity of the system in the following directions:

□ use of fundamentally new models of financing educational institutions at all levels (first of all, it concerns normative financing);

□ introduction of mechanisms that help the process of development of economic independence of universities (for example, autonomous educational institutions);

□ to increase the investment attractiveness of the education sector, as well as to help increase the investment attractiveness of this sector, to implement complex measures to attract material, financial, intellectual and other resources to the education system;

□ introduction of cooperation mechanisms between universities and employers, which are interested in highly qualified personnel and support the principles of open innovation processes in ensuring the quality of the educational process;

□ development and implementation of the principles of networking between universities in order to ensure mobility in the field of education, to activate the processes of data exchange and to distribute effective solutions in the field of quality management of educational activities;

□ improving the quality management system of educational activities based on the effective use of information and communication technologies in a single educational space. It should be taken into account that such directions lead to the complexity of the quality management system of educational activities from the point of view of the above quality components of the development of the higher professional education system.

□ lack of methodology for implementation of conceptual frameworks to create conditions for effective functioning of quality management structures of higher education. (2) It should be noted that the organizational-economic mechanism of the operation of the quality management system of educational activities and the improvement of the educational process requires certain organizational and economic measures to influence the state of the educational market, i.e. should ensure the quality of educational services and their regulation.

The organizational-economic mechanism, in turn, should ensure the interaction of all elements of the complex system of quality management of educational activities, which are part of the external environment. Strictly speaking, any system relies for its existence on the environment in which it is isolated. The process of separating the system from the environment is mainly related to the global goals of its formation, as well as the main directions of the development of economic relations in a certain period. In this regard, it is proposed to consider the educational quality management system as separated from the innovative external environment, which can be considered as an element of open innovation using the accumulated experience in the management of educational activities.

Human capital is the knowledge, skills and abilities acquired by a person in the process of education and practical activity, not only at the international level, but also according to local conditions, including territorial characteristics. First of all, it allows to successfully perform and carry out professional activities. Capital is formed in educational and creative activities and is used in a certain area of social production.

We pay special attention to raising the higher education system to a new level of quality, further developing the system of higher education institutions, solving the existing problems in the field, and ultimately turning them into large centers of science. The level of coverage of the population with higher education is constantly increasing [1. - B.230.]

The quality level of any human capital has a direct impact on the socio-economic development of regions at the national level.

As mentioned above, the development and perfection of any human capital directly depends on the quality and duration of education, which is considered the main component. Special emphasis is placed on modern higher education, and not only specialists with diplomas, but also competitive, competent and strong-willed personnel with qualities corresponding to the spirit of the new age (compression, restraint, diplomacy, communication culture, positive character, etc.) attention is paid. A comparative analysis of developed countries and corporations shows that university education increases not only the quantity, but also the quality of local employment, depending on the degree to which it expresses pragmatic characteristics.

## REFERENCES

1. Decree of the President of the Republic of Uzbekistan dated March 2, 2020 No. PF-5953 on the implementation of the Strategy of Actions on five priority areas of development of the Republic of Uzbekistan in 2017-2021 in the "Year of Development of Science, Enlightenment and Digital Economy". <https://lex.uz//>
2. Decision of the President of the Republic of Uzbekistan Sh.M. Mirziyoev "On measures to further develop the higher education system", collection of legal documents of the Republic of Uzbekistan, PQ-2909, No. 18, Article 313, April 20, 2017.
3. Osnovnye tendentsii razvitiya vysshego obrazovaniya: globalnye i Bolonskie izmereniya / Pod nauch. ed. Dr. Ped. I nauk, professor V.I. Baidenko. M.: Issledovatel'skiy tsentr problem kachestva podgotovki spetsialistov, 2010/
4. Belyakov S.A. Organizational-economic mechanism of sustainable development of systems of higher professional education and formation of national universities, educational institutions and innovative universities. M.: I MAX Press, 2007.
5. М^3^eB Sh.M. New Y36eracTOH CTpaTer^c^ -Toshnot: Uzbekistan, -2021. - B.230.
6. Раджабова, Гавхар, and Нигора Хайдарова. "ПРИНЦИПЫ СТРАТЕГИЧЕСКОГО УПРАВЛЕНИЯ ВУЗАМИ." *E Conference Zone*. 2022.
7. Radjabova, Gavkhar Umarovna, and Ramzxon Rashidovich Jalilov. "The System of Quality Control of Education in Domestic Schools." *The Peerian Journal* 5 (2022): 87-91.
8. Раджабова, Гавхар. "Экономические отношения обеспечения занятости населения в Республике Узбекистан." *Экономика и инновационные технологии* 6 (2018): 183-188.
9. Раджабова, Гавхар Умаровна, and Хавасхон Омоновна Солиева. "КАЧЕСТВЕННЫЙ БИЗНЕС-ЗАЛОГ УСПЕХА НА МИРОВОМ РЫНКЕ." *ИССЛЕДОВАНИЕ*

*ИННОВАЦИОННОГО ПОТЕНЦИАЛА ОБЩЕСТВА И ФОРМИРОВАНИЕ НАПРАВЛЕНИЙ ЕГО СТРАТЕГИЧЕСКОГО РАЗВИТИЯ. 2015.*

10. Ustadjalilova, Xurshida Aliyevna. "Theory of correlation connections in determining the body weight of a person using formulas." TRANS Asian Journal of Marketing & Management Research (TAJMMR) 9.10 (2020): 71-76.

11. Устаджалилова, Хуршида Алиевна, and Ангелина Игоревна Ибулаева. "Профессиональная направленность преподавания математики." Актуальные научные исследования в современном мире 11-8 (2020): 222-228.

12. Устаджалилова, Хуршида, Маргуба Хайдарова, and Дилноза Олимова. "Роль исторического и культурного наследия в формировании мотивации изучения математики." *Фундаментальные и прикладные научные исследования: актуальные вопросы, достижения и инновации.* 2020.

13. Saidova, X. R. "EFFECTIVENESS OF QUALITY MANAGEMENT IN THE ORGANIZATION OF ACTIVITIES OF EDUCATIONAL INSTITUTIONS." Publishing House "Baltija Publishing" (2023).

14. Саидова, Хилолахон. "ТАЪЛИМ СИФАТИНИ ТАЪМИНЛАШДА МИЛЛИЙ ВА ХОРИЖИЙ ТАЖРИБАЛАР: <https://doi.org/10.53885/edinres>. 2022.9. 09.019 Саидова Хилолахон, Қўқон давлат педагогика институти, Мактаб менежменти кафедраси ўқитувчиси." *Образование и инновационные исследования международный научно-методический журнал* 9 (2022): 131-136.

15. Саидова, Хилолахон. "Таълим тизими бошқарувида сифат ва самарадорлик моделлари." *Общество и инновации* 3.3/S (2022): 42-49.