

# Improving the Management Mechanism for Training Highly Qualified Personnel in the Agricultural Sector

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**Abstract:** The article discusses the organizational and economic model of development of the market for educational services in the agricultural sector in the Republic, the powers of management subjects, the system of development goals and objectives. The main directions and instruments of state support for the future development of the market of educational services in the training of highly qualified specialists in the agricultural sector have been studied.

**Keywords:** Market, educational services market, marketing, management, management entities, goal system, higher education, highly qualified, highly qualified specialist, future development.

## Introduction

Within the framework of reforms implemented in the field of education in Uzbekistan, particular attention is being paid to the issue of training highly qualified personnel, especially in agricultural higher education institutions. The intensification of the competitive environment, the need to enhance the effectiveness of scientific research, acquire new knowledge, fundamentally improve the quality of training highly qualified personnel, rapidly implement advanced innovations, and transform modern knowledge into a key driver of economic growth are among the most important tasks facing all developed and developing countries today.

The Development Strategy of New Uzbekistan for 2022–2026 places significant emphasis on granting academic and financial independence to state higher education institutions, including allowing them to independently determine salaries, staff numbers, the amount of tuition fees, and the forms of education. This strategy sets out goals for further enhancing the effectiveness of ongoing reforms, taking the development of the state and society to a new level, liberalizing all spheres of life, and modernizing our country in key priority areas. This, in turn, necessitates further improvements to the management mechanisms for training highly qualified personnel. Strengthening the personnel potential in the agricultural sector and enhancing their professional skills, along with the goals set for the education system to support the development of economic sectors and branches, as well as regions, deepening reforms and liberalizing the economy, modernizing production and technological re-equipment, deep processing of raw materials, implementing programs for the comprehensive development of the republic's regions, and reflecting qualitative changes in the living standards of the population, necessitate the efficient implementation of work on the timely and high-quality preparation of information. This underscores the relevance of the topic of this article.

## Analysis of Relevant Literature

The general problems of developing the higher education sector, its role in the economy, improving the functioning of educational institutions, evaluating the effectiveness of marketing services within them, and their characteristics have been studied by many local and foreign scholars. The unique features of the educational services market, its functioning and development, including the relevance, complexity, and diversity of the problem of regulating the activities of agricultural education management in developing the training of highly qualified personnel, require a significant response from both scholars and practitioners. There are currently known theoretical and practical developments on this issue in advanced countries. Notably, scholars such as Becker G.S., Dobrynin A.I., Kamenetsky

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V.A., Katulsky E.D., Kafidov V.V., Klyachko T.L., and Komissarova T.A. have focused their attention primarily on issues related to human resource management and human capital in the education system.

In Uzbekistan, Uzbek scholars such as S. G'ulomov, I. Iskandarov, M. Sharifxo'jayev, Sh. Zaynutdinov, G. Akhunov, and others have addressed the issues of solving this problem, training highly qualified personnel, and managing them in their scientific works. However, despite numerous studies conducted on training qualified personnel, many issues related to the formation of the training system for the agricultural sector and the comprehensive evaluation of service quality remain insufficiently studied and require theoretical and practical investigation. Their relevance and contentious nature have guided the selection of the topic, defining its objectives and tasks, and also clarified the rationale behind the research for this article.

### **Research Methodology**

The need to systematically organize the training and management of highly qualified personnel based on global educational standards, enhance the effectiveness of educational institutions, and implement modern management methods in them, demands active involvement in ensuring the country's economic development. In this context, the presidential decrees of the Republic of Uzbekistan dated February 7, 2017 (PF-4947) "On the Action Strategy for Further Development of the Republic of Uzbekistan", April 20, 2017 (PQ-2909) "On measures to further develop the higher education system", May 22, 2017 (304) "On measures to further improve the post-graduate education system", July 27, 2017 (PQ-3151) "On measures to further expand the involvement of economic sectors and industries in improving the quality of training of highly qualified professionals", as well as other regulatory and legal documents relevant to the field, serve as important legal and methodological sources in implementing the tasks outlined in them.

### **Analysis and Results**

The specific nature of the education services market requires independent research into its functioning and development, particularly in the context of training highly qualified personnel. This task encompasses not only the preparation of skilled and competitive workforce, but also a broader range of objectives including: nurturing a well-rounded generation, fostering a stable socio-political environment in the country, promoting social democratization, providing modern specialists who can manage the economy based on market principles, and studying marketing activities within the education services market. In this context, comprehensive and in-depth analysis of the labor and education services markets, ensuring their effective collaboration under market conditions, and developing recommendations for the full-scale implementation of market mechanisms in management in the future, are of paramount importance.

The task of training highly qualified personnel for the agricultural sector within the education system is driven by the demands of the society for economic services. On the one hand, individuals choose their specialization based on their own desires and interests, while on the other hand, the role of the state in shaping the demand for highly qualified personnel and fostering the acquisition of advanced knowledge is crucial. The process of training highly qualified personnel for the agricultural sector is directly linked to the goals and objectives, methods, content, and effectiveness of education.

The goal of higher education for the agricultural sector is to train specialists with a deep understanding of the field, to produce qualified professionals capable of working in various branches, or to raise the overall economic knowledge level and improve management in society by creating a skilled workforce within the region.

The management process is a set of specific activities aimed at organizing, coordinating, and developing tasks to achieve the goals of institutions and organizations. To apply this definition to the management process in educational institutions, it is crucial to first clarify the specific goals of these institutions.



Researchers have explored the theoretical foundations of managing the training of highly qualified personnel in the education system, leading to various definitions of the concept of management. For example, Michael Mescon defines it as: "Management is the process of planning, organizing, motivating, and controlling to achieve an organizational goal." In educational institutions, as in management theory, the functions of management are typically divided into the following categories: planning, organizing, motivating, and controlling.

The need for higher education among the country's population is naturally increasing each year. The process of training highly qualified personnel involves not only state institutions that shape education and employment policy, but also educational institutions responsible for training qualified personnel, such as specialized universities, institutes, vocational colleges, institutions for professional development and retraining, and even general secondary education institutions that play a role in shaping basic economic understanding.

It is important to note that the management effectiveness of training highly qualified personnel for the agricultural sector within the education system is determined by the efficiency of the management process, which is assessed by comparing its objectives and results. In this context, it is crucial to consider the competitiveness and increased intellectual capacity of the trained professionals.

Different countries have their own national education models, with variations in the purpose, types, and duration of education. Globally, these educational institutions form integral parts of the different stages of education. While colleges in our country and CIS countries are considered institutions providing secondary specialized education, in the US and European education systems, these institutions are classified as institutions of higher education.

The key objectives and expected outcomes of developing the economic education system for a specific country during a particular period; the economic capabilities of the state and society in financing the economic education system; the tools and mechanisms used to achieve the goals of training highly qualified personnel in the education system. We believe that based on these criteria, three main types of education can be distinguished: American, European, and Asian models, which have noticeable differences in their utilization levels between developed and developing countries.

According to the American model, there is a significant difference in the quality of education between public and private schools, as well as between top-tier and mid-level higher education institutions. It emphasizes a high degree of autonomy for higher education institutions in determining their curriculum. Government bodies have minimal involvement in the curriculum development process. The European education model, on the other hand, focuses on instilling deep knowledge in natural and engineering sciences while maintaining high standards for student learning. Academic circles play a crucial role in managing educational institutions in European countries.

Under the Asian education model, both the government and private businesses participate in financing the education system. When it comes to preparing highly qualified personnel, local sources contribute more to education funding than national ones. To assist students in covering tuition costs, support systems have been established that offer grants and loans.

The text emphasizes the need to establish a robust system that ensures quality education and training across different levels, taking into account the socio-economic potential of regions. This system should focus on preparing competitive workforce with new social-economic conditions. The text further suggests that it is crucial to enhance the capacity to train middle-level specialists, highly qualified professionals, and competitive skilled professionals. This requires a concentrated effort to improve the efficiency of management, address the needs of local authorities and governance structures in terms of training highly skilled professionals, and implement targeted and accelerated development of paid educational services in the education market. In addition, it highlights the importance of addressing the demand for highly qualified professionals from businesses, organizations, and institutions, focusing on professional development and retraining for highly skilled personnel.



The Presidential Law No. PQ-3276 of September 14, 2017, "On Measures to Further Develop Non-State Educational Services," outlines the key directions and tasks for fostering the growth of non-state educational services. It specifically emphasizes the need to accelerate the development of the paid education services market, adopt best international practices, and enhance efficiency and effectiveness in the education sector by implementing innovative pedagogical methods, approaches, and modern technologies.

Analysis of the regional situation in training personnel in economic education fields shows that there is a shortage of competitive professionals in certain areas in the Republic, such as specialized technical sciences, educators, management, marketing, merchandise studies, accounting, and taxation, which is failing to meet existing demands. This necessitates a focus on the following key areas for improving the training of highly qualified personnel and streamlining the management of education:

- Specifically, planning the training of qualified professionals in various economic fields for each city and district of the region.
- Enhancing the management mechanism for training highly qualified professionals at higher education institutions, taking into account the needs of each city and district.
- Establishing consistent partnerships between higher education institutions and specialized research institutions and centers within relevant economic sectors.
- Facilitating increased production of scientific and popular science publications, leveraging the potential of economic education for the benefit of society.
- Forming regional economic education centers that reflect the potential and characteristics of the region, optimizing the management of training highly qualified personnel.
- Redefining research directions in the field of economics and effectively utilizing the outcomes of foreign research institutions involved in this process.
- Creating a conducive legal and organizational framework for the development of the non-state economic education sector, ensuring its organic integration within higher education institutions.
- Strengthening procedures for training highly qualified personnel at foreign educational institutions and foreign universities operating in Uzbekistan.

The efficiency of the management process is considered one of the key factors ensuring the success of an educational institution in the education services market. It is precisely effective management that creates the opportunity to fully utilize all resources of an institution or organization. Identifying the relationship between the efficiency of the management process and the results of practical activities at higher education institutions, evaluating the efficiency of the management process based on criteria within the organizational structure, applying integral assessment methods of management efficiency based on the results of departmental activities, and analyzing the obtained results are all crucial tasks of the day.

## Conclusion

Recognizing the interconnectedness of the development of the higher education system with ongoing modernization, innovation, and globalization processes within the economy, as well as fostering a competitive environment among educational institutions, will create opportunities to improve the management mechanisms for training highly qualified personnel within the education system by adapting the structure of higher and middle specialized education to contemporary demands. Economic education plays a significant role in enhancing the literacy level and socio-economic activity of society members, promoting a better understanding of the goals and objectives of socio-economic and political reforms, and expanding opportunities for entrepreneurial initiatives. Moreover, aligning with the principles of economic liberalization, a contractual approach to economic education, considering the needs and demands of the population and the private sector, is deemed appropriate in this process.



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