

Uzbekistan At A New Stage Of Development Corporate Pedagogical Foundations For Improving The Efficiency Of Higher Education Management

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Abstract – This article reveals the urgent tasks of modern Uzbekistan at a new stage of development, on the threshold of the Third Renaissance, as the basis of social reforms aimed at increasing the efficiency of education, improving the system of competitive training, creating a social environment that values Enlightenment.

Keywords – Management, University Management, Corporate Pedagogical, Management Methods, Corporate Governance, Independence In Management.

Based on the general principles of the Corporate Governance method in the world, each higher educational institution becomes one of the tasks of creating a special model based on its nature. As an integral part of these reforms, the main education system, which is the main industry in training, is also a system of quality of modernization and experience of developed countries using a quality system. For this, "for our country, we need to clearly define priorities in the field of science. No state can afford all spheres of science. That is why we also support the development of several science priorities" [1]. To implement these priorities, of course, the creation of vocational education and the organization of effective continuing education is required. The establishment of potential and competitive personnel has also become a social arrangement through higher education and structural changes. For this, "gradual academic and financial independence will be given to higher education" [1]. It also remains one of the important tasks in the reform of higher education, reforms of management reforms, bureaucracy and decentralization in management, openness, transparency and accountable principles.

Today, based on the management model of developed transnational corporations and the requirements of the market economy, the principles of corporate governance are accompanied by hybrids in many areas. Although corporate governance is actually used in cases of large enterprises, the principles are caused by useful and effective aspects due to the importance of each side of society.

In general, improving management efficiency in the Higher Education System of Uzbekistan is one of the main objectives to improve the experience of new principles, importing the experience of managing advanced foreign institutions and thanks to this one of the main objectives becomes an increase in education efficiency.

In fact, the experience of developed countries shows that the professionally created efficiency of the social development system and the development of society depends on the experimental reforms in education. And in our country, the only way is educational education reforms to ensure new development, ensuring a consistent and systematic system of continuing education in order to improve the management of formations.

This article is intended to study the pedagogical aspects of the implementation of the management system in higher education reform, improving management systems and modern requirements. Based on this purpose, we consider it expedient to analyze the problems and the necessary aspects of the country's higher education system and we believe that it will be advisable to compare it by the formation of developed countries.

In recent years, not looking at the fact that the education system is reformed in the education system of our country and the wide opportunities are opened, there are many problems that need to be eliminated. Special attention is paid to the formation of the head of state itself, and the fact that, at the beginning of these reforms, the president himself stands to how educational reforms for society are needed. According to the head of our state, "If we correctly organize" training "education, qualified specialists themselves will develop all areas of activity". In addition, at the National University of Uzbekistan at a meeting of the President and members of the science consisting on May 24, 2019, Shavkat Mirziyoev stressed that the only way is the educational reform and development of science. Further development of science in our country, to educate our youth reaching deep knowledge, high spirituality and culture, continue to work in the formation of a competitive economy and for the introduction of a new, modern stage I offer 2020 to name the year of "knowledge, education and the development of a digital economy"[1]. It should be noted that the introduction of continuing education in our country requires the management of education authorities, requires solving and improving them and continuous improvement. In a series of this, it is important to provide an educational process with high-quality regulatory legal acts. In the past period, on the execution of the above legislative and regulatory documents, legislation and regulatory documents were re-adopted in the following areas of activity:

- management of the education system;
- satisfaction of the learning process;
- Financing and logistics;
- retraining and increased training of teacher and scientific and pedagogical personnel;
- Development of the market of educational services;
- International relations in the field of education and training;
- Learning foreign languages;
- Creating electronic libraries and a combination of a single network;
- Ensuring social and financial state aid and others [2].

Building higher education potential in Uzbekistan, to achieve competitiveness around the world, it is necessary to solve the following problems and perform a number of tasks. However, these problems must be completely eliminated by a comprehensive and consistent approach.

1. Uzbekistan should teach the best specialists in this area as an improvement in the digital economy and improving information technology and leading to a new level in this area. Today, the tasks of creating educational programs, teaching and technologies for "future specialties" are necessary for systemic educational institutions and educational institutions of our country. Through the reform of higher education should be developed "Smart Technologies", "Computer Mechanics", "Analysis of a Large Data", "CyberStics", "Cryptology", "Digital Crime", "Intellectual Information Analysis", "Robot Engineering Systems", "Software for the development and addition of new educational programs for engineering", "Digital Humanitarian" and other sectors [3]. That is, one of the future tasks of higher education is also adapting to a digital format and professions in the future, to form personnel skills in various environments and conditions.

Competition must be created in the system by liberalization of management, renunciation from centralized management in a higher education system, providing universities academic independence and creating financial freedom. And also organize a learning process based on their capabilities in higher educational institutions, the development of educational programs and their regular update, in general, it is necessary to increase creativity with the refusal of standard curricula.

2. Uzbekistan should also ratify the International Bologna Declaration, which is an important basis for reforming higher education and university improvement. Thanks to this, the technology of credit education, the curriculum, as well as the ECTS

assessment system, should be implemented in our education system. Unfortunately, only Uzbekistan and Turkmenistan have not ratified the Bologna procedure between the countries of Central Asia. Therefore, it is necessary to introduce the principles of management under the Bologna Declaration, formulate contributions and results in management.

3. The provision of broad autonomy for universities, scientific, managerial and financial systems, to give freedom of activity of the Council for public control in the management and control of potential tasks, also to pay special attention to improving the quality of education and should immediately eliminate the problems in this regard. Improving freedom of academy and management also requires an increase in university responsibility.

Ensuring international international education will be one of the most important tasks of universities in the new millennium. *According to our compatriot Azamat Akbarov Professor of Busan University of Foreign Languages in South Korea, "the attractiveness of the Higher Education system is proved by the degree of international."* The number of foreign students in the world has increased 8.3 times over the past 41 years, and the number has reached about 5 million people. According to UNESCO, by 2025 foreign students will reach 7 million. The international education of higher education strengthens the geopolitical status of the country, attracting the maximum economic benefits in a short time. For example, in the 2013-2014 school year, France earned 1.5 times more money from the allocation to attract foreign students: \$ 3.5 billion was spent for scholarships and subsidies, and foreign students spent 5.4 billion dollars for expenses for travel and travels. In 2014-2015, foreign students paid \$ 4.8 billion at the Universities of Great Britain, for various goods and services, they spent an additional 5.4 billion dollars and this was given an opportunity for 207,000 jobs [4]. *In recent years, Asian states also pay special attention to the internationalization of higher educational institutions and thanks to the development of student tourism. Along with the benefits of the country's economy, the exchange of education, the dialogue of cultures and transformation of communication and education will be carried out.* By 2020, China plans to be the most attractive place in Asia for foreign students - according to the government plan, 500,000 foreign students must be trained in Chinese universities. The President of the Russian Federation in May 2017 on the Council of Strategic Development approved that the number of full-fledged foreign students in Russian universities is expensive three times more: from 220 students in 2017 to 710 in 2025. There are 115,000 foreign students in Turkey" [5]. However, in Turkey, it is planned to increase the number of students from foreign countries to 350,000 people, and urgent objectives for the internationalization of the formation of one of the urgent tasks.

4. In recent years, the volume of highlighting graduates through higher education is expanding in Uzbekistan. In 2016, graduates covered with higher education amounted to 9 percent in 2020, this figure was 25 percent. If this process continues, the coverage of students with higher education institutions will further increase students and will help to form a fair competitive environment. "Special attention will be paid to improving the coverage and quality of higher education. In the next year, the number of state grants allocated for higher education will be improved at least 25%" [6]. "There is also a risk of uneven education, that is, the course taught is chosen on the basis of the existence of industry teachers. In most cases, the content of old objects in beautiful courses are the contents. In the process of forming programs, most universities are trying to satisfy the requirements of educational services without any thinking about the knowledge system" [7]. Questions of working with personnel and their rejuvenation are also one of the current issues in the management of higher educational institutions. In addition to the growing number of graduates in Uzbekistan to higher education, young professors and teachers are also on the rise. "Teaching young teachers gradually passes at the rate of a growing student. For this reason, the number of cases of forced use of the qualifications of low-level teachers is observed [8].

We need to speed up the process of improving the attractiveness of the education system of Uzbekistan and adhere to the coordination process and adoption of international standards and subsequent modern systems. In order to liberalize the management of higher education, systematically improving the share of teachers with a scientific degree in higher education since 2021 the procedure for determining and providing a scientific degree to the highest educational institutions themselves is being implemented. "In the new year, 30 leading higher educational institutions in the country received the right to independently develop training programs, reception quotas and financial issues. Based on the advanced international practice of awarding the degree of associate professors and professors, the doctor of philosophy and science will be transferred to the prestigious scientific advice of universities in their directions" [9]. It is also one of the important steps to modernize higher education. In fact, it is necessary to provide him with freedom and financial independence to form corporate governance in higher education.

It is also necessary to improve the efficiency of higher educational institutions, increase the preparation of competitive personnel, liberalize higher education reforms to manage reforms and change ways of working managers. Management personnel, wrapped in bureaucratic relations, countless meetings and organizational issues, are trying to remove working, strong, knowledgeable scientists in every way. 25-30-year-old five teachers plan for two years of publication several of the order of 32 sheet textbooks, and in practice they do not write a line. Hired young teachers do not write one thesis per year. What knowledge and scientific competence can talk about [10]. Thus, employees of the leadership of the highest educational institution should encourage, support young professors and teachers, and most importantly need to disperse them from financial dependence.

For this purpose, reforms are held to improve the management of higher education, and new principles are made to manage. In particular, on July 11, 2019, he was signed by the presidential resolution "On measures to introduce new management principles" on improving the Higher Education Management System, the Presidential Decree on the Measures on the Management of Higher and Secondary Special Education Reform and the Presidential Resolution of " Higher and medium special education system". As a result, the process began to gradually transfer to its own financing system. It imposes high responsibility for higher education. After the management has the right to independently permit financial issues, academic freedom is formed, and a number of possibilities will arise in management of changes in management and incentives for employees. Including,

- independent designation of insurance and financial incentives for teachers of professors and workers;
- Financial incentives and support for students who need social protection;
- Independent creation of educational programs, the introduction of costs, retraining and improving new forms and teaching techniques;
- Based on its capabilities, based on contract payment, an independent definition of the cost of training.

On June 5, 2018, the chapter of our state Shavkat Mirziyoev was adopted a resolution "On additional measures to improve the quality of education in higher educational institutions and to ensure their active participation in the comprehensive reforms of the country" The goal, to enter the qualitative stage of education, as well as the development of the preparation of the generation of competitive staff was aims to develop work. However, even if reforms are conducted in the education system, problems are not reduced, and there are several reasons for this. Including:

- Problems in the management of the education system is due to the fact that old-fashioned styles are preserved in the appointment of managers and frames of old-fashioned thinking. Therefore, it is also necessary to create a system to select an innovative manager who knows the work, reforming the system;

- In education in training, it's time to move to quality, and not to pursuing the quantity. That is, a higher education institution must go to the stage of training dozens of competitive and potential personnel, and not thousands of ignorant and illiterate staff.

The problems of higher education in Uzbekistan also grow on expanding students in recent years. Today, students of one State University of Fergana rose twice compared with 2016. Such cases are also observed in many other universities, and this situation clearly shows the control disadvantages in management. The lack of material and technical bases generates existing problems in the management system, including the absence of educational buildings and other problems. In the end, an increase in demand for educational services will not last in the number of educational institutions, and also creates unscrupulous competition. There is a risk of a unit of education, that is, the structure of the taught level is chosen on the basis of the existence of industry teachers. In most cases, an old content is in the new names of the courses in the content of objects. In the process of programming, most universities are trying to satisfy the requirements of incompetent consumers of educational services without any knowledge of the system" [11]. The elimination of organizational problems actually requires many years. At the same time, the management reforms that are necessary for fixing in the most important speed increases the position of the potential and personnel in higher education.

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