



# FAN, TA'LIM VA AMALIYOT INTEGRATSIYASI

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## THE RELEVANCE OF THE MANAGEMENT SYSTEM AND THE INTEGRATION OF EDUCATION

### ABSTRACT

This article highlights the importance and relevance of the combination of management system and education, offers opportunities and mechanisms for combining the management system and education in public administration of the Republic of Uzbekistan.

**Keywords:** Civil servant, civil service, management, public administration, education, training, practice, science and management combination

### Аннотация

В данной статье подчеркивается важность и актуальность сочетания системы управления и образования, предлагаются возможности и механизмы для совмещения системы управления и образования в государственном управлении Республики Узбекистан.

**Ключевые слова:** Государственный служащий, государственная служба, менеджмент, государственное управление, образование, обучение, практика, сочетание науки и менеджмента.

### **Annotatsiya**

Ushbu maqolada boshqaruv tizimi va ta'limni uyg'unlashtirishning ahamiyati va dolzarbligi yoritilgan, O'zbekiston Respublikasi davlat boshqaruvida boshqaruv tizimi va ta'limni uyg'unlashtirish imkoniyatlari va mexanizmlari taklif etilgan.

**Kalit so'zlar:** Davlat xizmatchisi, davlat xizmati, boshqaruv, davlat boshqaruvi, ta'lim, malaka oshirish, amaliyot, ilm-fan va boshqaruv uyg'unligi

### **Introduction**

In the context of modern Uzbekistan, the professionalism of civil servants is becoming increasingly important. It is common in practice: a person who graduated from a higher education institution with excellent grades in the specialty can not quickly get a job in the field. It takes him from 6 months to a year, depending on his ability to accept (master) to start full-time work in a new school. There are also many leaders who complain about this situation. Even some of the leaders do not want to accept new graduates higher education institutions without experience. They prefer to graduates as well as to earn experience in at any other organization and then come to convince. But how true is it that a graduates of a higher education institutions are not hired for inexperience? If he or she is hired for his inexperience, where will he increase his experience? What really lies behind this?

When we talk to those who practices in production, we learn that higher education institutions are far from production, lagging behind in some areas. Similarly, representatives of science believe that production (practice) lags behind science, education; the pace of implementation of scientific discoveries and research results in practice is slow. But the essential issue is that should education actually be ahead or production? Science certainly deserves to be ahead. The results of science, the results of research, must be put into practice, into production, and serve

humanity. If the process of training, retraining and advanced training fulfill the practice and production the achievement in the both sphere will be wonderful. Just like train and railroad tracks. So what's stopping it?

So we also should pay attention on who we want to teach to and what kind of approach we should choose in order to attach our goal in teaching [4]. At a certain stage of higher education, students have an internship. Are these practices yielding the expected results? Is the internship period long enough or is it just an internship on paper?

Another important question is: do teachers monitor the internship process? Are practitioners constantly interested in the level of education of the personnel being trained for them?

There are many such questions. If this process is not remedied in time, it will have a negative impact on the development of our republic.

### **Literature review**

Part II of the Comprehensive Measures for Radical Improvement of the Higher Education System in 2017-2021, approved by the Resolution of the President of the Republic of Uzbekistan No. PP-2909 of April 20, 2017 Paragraph 5 provides for the introduction of targeted training of bachelors and masters in higher education institutions in accordance with the current and future needs of the regions and sectors of the economy [10].

In the decree of President of the Republic of Uzbekistan No. PP-3151 of July 27, 2017 "On measures to further expand the participation of industries and sectors of the economy in improving the quality of higher education" is organized heads of complexes of the Cabinet of Ministers of the Republic of Uzbekistan attached to higher education institutions, heads of ministries and departments to implement educational and methodological guidance in higher education institutions under the relevant ministries and departments, including the Coordination Councils consisting of heads of higher education institutions, leading specialists in the field, professors and teachers for the implementation of tasks such as improving curricula and

programs, improving the quality of education, the organization of effective scientific work [11].

The Resolution of the President of the Republic of Uzbekistan dated May 7, 2018 No PP-3698 "On additional measures to improve the mechanisms of introduction of innovations in industries and sectors of the economy" marked as follows:

systematic analysis of the market and study of the demand for innovative products (works, services), assessment of the payback period, profitability and risks associated with the commercialization of innovative products;

interaction with industrial enterprises in order to introduce new technologies and produce innovative products [12].

Resolution of the President of the Republic of Uzbekistan dated June 5, 2018 No PP-3775 "On additional measures to improve the quality of education in higher education institutions and ensure their active participation in comprehensive reforms in the country" from the 2018/2019 academic year The procedure for independent development of curricula and programs by higher education institutions in the relevant areas and specialties based on the needs of customers and their approval in coordination with the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan [13].

The Concept of Development of the Higher Education System of the Republic of Uzbekistan until 2030 was approved by the Decree of the President of the Republic of Uzbekistan dated October 8, 2019 No. PF-5847 "On approval of the Concept of development of the higher education system of the Republic of Uzbekistan until 2030". The concept provides for the widespread involvement in the educational process of practitioners with many years of experience, the systematic organization of internships for teachers and teachers in the relevant enterprises and organizations [14].

The Ministry of Internal Affairs of the Republic of Uzbekistan, the National Guard and the Ministry of Justice of the Republic of Uzbekistan from the 2019/2020 academic year, the proposals of the Academy of the Ministry of Internal Affairs of

the Republic of Uzbekistan, the Military-Technical Institute of the National Guard and the Tashkent State Law University to introduce a procedure for direct training of high-achieving cadets (students) were approved Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated August 19, 2019 No 9694 on decree "On additional measures to increase legal knowledge in the system of law enforcement agencies, local executive authorities and citizens' self-government" [15].

The development of society cannot be imagined without the development of science. Because science undertakes the tasks of production, creation of its material base, technological development and most importantly staffing [1].

Higher Education in Uzbekistan has experienced expectant moments. Policies and state directives are looking for an increase in the academic quality to make professional work appropriate to the needs of the country [3].

To tell it simply, the main reason that forces us to turn to innovative activities is the fierce competition faced by the team of all organizations that provide educational services. Today, pedagogical teams must be able to independently compete in the education system, that is, to monitor and predict the situation, monitor the activities of key competitors, apply scientific and technological innovations in their work, and strive to be ahead of others [2].

The analysis shows that due to the lack of such integration for many years, the faculty of "Land Resources Management" is far from the practical work in the production of basic disciplines, ignorant of the conditions of students and, most importantly, the potential of textbooks and teaching staff, as a result, the level of trained specialists remains low. This situation shows that production is disconnected from theory. As a result, some parts of the textbooks taught today are outdated, they are not replaced by modern best practices, normative and legal documents, and there is a lack of knowledge in reading the existing problems in the production of trained specialists [7].

Research universities of USA are currently implementing major projects. They are funded by various funds and budgets and are closely linked to various

manufacturing corporations. It is surrounded by various business incubators and infrastructure complexes. The presence of these infrastructure complexes provides an opportunity to apply innovative products and technologies of the innovation system in other areas within the framework of the integration of the innovation system and science. One of the most important aspects of the American model is the existence of a "factory of ideas", organizations associated with the activities of specialized scientific research and analytical analysis.

In the Federal Republic of Germany (GFR) there are now dozens of such centers, the leading founders of innovative activities are chambers of commerce, banks, private firms, economic unions, universities.

In China, it is legal for a specialist to transfer from training to work for a company for a few years and then return to his or her place, helping to start his or her own company [9].

So, in the current context of globalization and market economy is growing the need to rapid reforms in many sectors and areas of the world, limited access to traditional education, inability of the population to use higher education services in a timely manner for various reasons, the requirements of the times, the growing relevance of the acquired specialization, profession and position (decrease), increase (decrease) in the demand for the corresponding knowledge, skills and competencies [6].

The tasks of ensuring the innovative development of the economy and the formation of a knowledge-based society require the study of the processes of interaction between different institutions in the fields of science, education and industry [8].

## **RESEARCH METHODOLOGY**

In the short term, the country has done a lot to create an innovation-oriented economy and create conditions for the widespread introduction of innovations. One of the important steps in this direction was the establishment of a single body implementing the state policy in the field of innovation and scientific and

technological development of the Republic, under which the Fund for Support of Innovative Development and Innovative Ideas were formed. At the same time, a number of problems remain, which hinder the establishment of effective mechanisms of cooperation between research and industry, the strengthening of ties, to which, first of all:

First, low and unsatisfactory rates of commercialization of research results of higher education institutions and research organizations;

second, the lack of mechanisms to stimulate innovation processes, the implementation of comprehensive programs of innovative development and innovative activity at the regional and sectoral levels, support for innovative active business entities;

third, insufficient involvement of the private sector in innovative activities, including due to their low interest rates;

fourth, the lack of effective measures to increase the efficiency of the distribution and rational use of grants in the framework of state scientific and technical programs;

fifth, factors such as the unsatisfactory level of international cooperation and investment attraction in the field of research and innovation.

It is necessary to radically improve the mechanisms of state regulation of innovation, to accelerate the creation of conditions for more effective introduction of innovations in industries and sectors of the economy. Improving the quality of education, training competitive personnel, effective organization of scientific and innovative activities on the basis of ensuring a strong integration of science, education and industry, based on the needs of the social sphere and the economy remains one of the key areas of development in Uzbekistan. Improving the quality of education, training competitive personnel, effective organization of scientific and innovative activities on the basis of ensuring a strong integration of science, education and industry, based on the needs of the social sphere and the economy, remains one of the key areas of development in Uzbekistan.

We can also see from the above data that in many countries, especially in developed countries, there is a high tendency to closely link the process of education and production. As this effort bears fruit, new and successful methods and techniques are being developed and put into practice to ensure the continuity of education and production. The Republic of Uzbekistan has created a legal framework for the development of integration of science and management. The decisions taken at the highest level in recent years demonstrate the urgency of these processes, as well as the great desire to combine it with science to further increase the efficiency of public administration. Moreover, the period requires that the field of education is constantly enriched with information on the processes of practice (production), its needs and requirements, directions of development.

#### **ANALYSIS AND RESULTS.**

In his Address to the Oliy Majlis on December 29, 2020, President of the Republic of Uzbekistan Shavkat Mirziyoyev said, “Unfortunately, the biggest shortcoming in our work today is the lack of knowledge in all areas. However, no region or industry can be developed without modern science and knowledge. He noted that in developed countries, more than 50 percent of GDP is generated by the “knowledge economy”, that is, by innovation and highly qualified personnel [5].

To identify priorities for the systemic reform of higher education in the Republic of Uzbekistan, to raise the process of training highly qualified personnel with modern knowledge and high moral qualities, to modernize higher education, to develop social and economic sectors based on advanced educational technologies is being tried. In recent years, a large-scale work is being carried out in our country to create a system of higher education that meets the priorities of socio-economic development and the requirements of international standards. The establishment of new higher education institutions in the regions, the opening of modern educational directions and specialties of personnel training, the increase of quotas for admission to higher education institutions are important reforms in this area. At the same time, a number of problems remain that hinder the improvement of the quality of



education in higher education institutions, the ongoing reforms in the country, the active participation of these institutions in social and economic reforms, in particular:

Firstly, the process of organizing teaching in the higher education system, the system of assessing the knowledge of students is not fully developed;

Secondly, the lack of a modern system for assessing the performance, knowledge and pedagogical skills of teachers has a negative impact on the quality of education;

Thirdly, the fact that the entrance test questions to higher education institutions do not allow to determine the logical thinking ability of the applicant creates problems in the admission of talented young people to higher education institutions;

Fourth, the lack of effective public control over the educational process in higher education institutions has led to the persistence of many problems in this area, primarily corruption;

Fifth, higher education institutions have not become communication centers for the exchange of ideas with innovative and technological ideas, the necessary conditions have not been created for professors, young scientists and students to take the initiative to systematically study, analyze and propose solutions to existing problems and shortcomings .

Timely training of highly qualified personnel meeting the modern requirements for the socio-economic development of the regions of the Republic in accordance with the needs of industries and sectors of the economy, the formation of higher education content in accordance with technical, technological, industrial relations and future development programs; a number of topical issues related to employment in the profession and specialty of the staff have not been fully resolved.

Due to the lack of integrity of theory and practice in higher education, the inefficient organization of student internships in manufacturing enterprises, the majority of graduates re-learn their profession after employment, as well as the quality control mechanism of education does not meet modern requirements, the lack

of qualified teachers and management staff in educational institutions, the lack of effective cooperation with foreign educational institutions hinders the development.

There are some spaces between higher education - science - productions, integration is not provided. Research institutes are not sufficiently involved in the process of training in higher education, where research is carried out without taking into account the real needs of the economy. The lack of systematic training of highly qualified scientific and scientific-pedagogical personnel leads to a decrease in the scientific potential of higher education institutions.

### **CONCLUSION AND RECOMMENDATIONS.**

It is expedient to establish close cooperation with the world's leading scientific and educational institutions in the field of higher education, to introduce advanced foreign experience in the educational process, in particular, internships and advanced training of promising teachers and researchers in leading foreign educational institutions. The radical improvement of the higher educational system is based on the priorities of socio-economic development of the country. Moreover, it is based on a radical overhaul of the content of training and ensuring the creation of the necessary conditions for the training of highly educated specialists in accordance with international standards.

Radical improvement of the content of training highly qualified and competitive personnel in the higher education system of the republic based on the prospects of socio-economic development of the country, the needs of society, modern achievements of science, culture, engineering and technology by further expanding the participation of industries and sectors in improving the quality of higher education necessary. In addition, it is necessary to expand the participation of sectors of the economy in the process of forming orders for future training, development of qualification requirements for graduates, ensuring the quality of training required by the industry. Systematic work needs to be done by employers to ensure that higher education programs are in line with the demands of a changing labor market.

It is also necessary to study and increase the level of knowledge of officials on the content of decisions made in this area, to strengthen control over the implementation of decisions. Besides, the internship period of students and the quality control of the internship should be reconsidered.

The intern must have certain skills and competencies in their field.

It is advisable to control this according to special requirements. It is advisable for faculty members to monitor the process by participating in practice, production, at least two days a month or one day every two weeks. Then they will be more likely to link practice or production with the learning process, narrowing the gap between them. The purposeful development of education is the fact that civil servants in practice, in industry, in particular, the leading staff, one or two days a month to get acquainted with the educational process in educational institutions in their field, to make suggestions on subjects and topics.

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