



**Volume: 02 Issue: 11 | Nov 2021 ISSN: 2660-454X**

<http://cajitmf.centralasianstudies.org/index.php/CAJITMF>

## Current Issues of Training Qualified Personnel

<sup>1</sup> **Tashpulatov Aybek**

<sup>2</sup> **Anvarjon Fozilov**

*Received 29<sup>th</sup> Sep 2021,*

*Accepted 30<sup>th</sup> Oct 2021,*

*Online 11<sup>th</sup> Nov 2021*

<sup>1</sup> Candidate of Economic Sciences,  
Associate Professor, Fergana  
Polytechnic Institute, Fergana,  
Republic of Uzbekistan

<sup>2</sup> Candidate of Physical and  
Mathematical Sciences, Associate  
Professor, Fergana Polytechnic  
Institute, Fergana, Republic of  
Uzbekistan

**Abstract:** In this state, the problems of effective functioning of the labour market in the conditions of an innovative economy are considered. In the conditions of medical examination of the Labour Ring, an external labour supply is offered by increasing the level of qualified labour in the structure of the main labour. At the present stage of economic development in the structure of the qualified labour force, specific proposals have been developed on problems and solutions for training personnel with higher education.

**Keywords:** the labour market, the demand and supply of labour, skilled labour, the recruitment system, the need for highly qualified personnel, knowledge-intensive products and services.

### Introduction

As a result of modernization and restructuring of the national economy, innovative development of industries and sectors, localization and increasing the export potential of enterprises, Uzbekistan is achieving macroeconomic stability and economic growth. Reforms in the development of entrepreneurship in our country, the favourable investment and business environment created for foreign investors are increasing the competitiveness of the national economy and affecting the situation on the world market. It is known that market relations are regulated based on wages, the balance of supply and demand for labour in the labour market. Under the influence of digitalization and globalization of the economy and innovative development, the share of skilled labour in the labour market is growing [5,6].

The Law of the Republic of Uzbekistan "On the National Training Program", the Decree of the President

of the Republic of Uzbekistan "On the Strategy for further development of the Republic of Uzbekistan" and other legal acts also pay special attention to training for business entities in the labour market. In particular, the Action Strategy sets as a priority "... further improvement of the system of continuing education, increasing the capacity of quality educational services, continuing the policy of training highly qualified personnel in line with modern needs of the labour market" [1].

The effective development of the skilled labour market will serve to increase investment flows to the country, as well as to expand the production of high value-added products and modern services.

### The main part

The stability and growth of sectors of the economy is in many respects closely linked with the human factor, that is, the effective solution to the problem of highly qualified personnel. In this regard, qualified specialists trained in secondary special and higher education institutions will further contribute to the sustainable development of entrepreneurship and business in the country. With the intensification of globalization and integration, the issue of training personnel with high intellectual potential remains relevant in the current context in which artificial barriers and boundaries do not have the power to influence multinational companies. From this point of view, we consider it expedient to express the model widely used in Southeast Asian countries instead of the model typical for Eastern European countries during the transition to a market economy (Fig.1.).

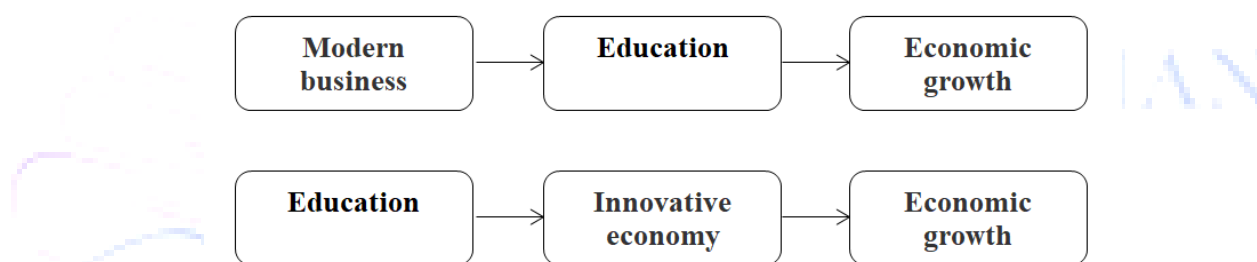


Figure 1. A widely used model of transition to a market economy in Southeast Asian countries.

The experience of Southeast Asia and developed countries shows that the competitiveness of the national economy depends on the potential of a skilled workforce that can operate in an innovative economy, that is, the potential of creative and cognitive personnel. This necessitates the training of personnel with higher education, qualifications and modern knowledge. One of the main criteria in increasing the supply of skilled labour in the labour market is the level of literacy of the population. In Uzbekistan, the literacy rate of the population is 99.3%, while the enrollment rate of graduates of secondary and secondary special education institutions in higher education has averaged 10% for almost 25 years [7].

As a result, the demand for highly qualified specialists with high professional skills in the labour market is not fully met. In the last 3 years alone, as a result of changes aimed at expanding the scope of higher education, the above figure is about 30 per cent. As stated in the Resolution of the President of the Republic of Uzbekistan dated July 14, 2018 "On measures to improve and increase the efficiency of employment": and is being retrained. As a result, there is a shortage of qualified personnel in some specialties in the labour market "[2].

Timely and high-quality solutions to these issues in higher education and training centres will help to improve the business and entrepreneurial environment in the country, achieve economic growth through effective employment of labour resources, and ultimately improve the living standards of the population. At the same time, the creation of modern infrastructure and a competitive environment that provides effective employment in the labour market is also one of the pressing issues today. In particular, the theoretical, legal and practical aspects of the formation of new services in districts and cities, such as

outsourcing, recruiting, service, consulting, insurance, leasing, factoring, evaluation, audit, should be studied in depth. In order to increase the supply of skilled labour, along with employment agencies operating in cities and districts of the country, public-private partnerships, Coworking Centers, Start-Up projects, private employment agencies will be more effective. Of particular importance are employment centres, which have a high ability to assess the state and prospects of the labour market and operate effectively on the basis of higher education institutions, which are widely used in the experience of developed countries.

### Conclusion

1. At the current stage of economic development, the formation of a national labour market based on market principles requires a review and diversification of the structure of the labour force. At the same time, the main focus should be on expanding the weight and scope of the supply of skilled labour in the national and local labour markets.
2. In order to meet the needs of sectors and industries of the economy in market conditions, it is necessary to pay more attention to the training of personnel in new areas, which are necessary for modern business and entrepreneurship. For growing national corporations and enterprises with foreign capital, it is important to train qualified and multi-skilled professionals for a new type of management staff, a rapidly evolving and wide network of service networks.
3. Study and analysis of scientific and methodological issues related to the establishment, management and expansion of firms and enterprises specializing in the production of new, innovative, demanding products and services in educational institutions in the training of qualified personnel, methods and techniques of their introduction into production should be investigated.
4. The formation, development and modernization of the education system in accordance with the requirements of the business market will have a significant impact on the sustainable development of business entities, as well as economic growth. In addition, the modern and innovative business environment in the country provides a solid basis for increasing employment, especially for young people to solve important tasks such as providing decent and appropriate jobs, depending on their qualifications and specialties, thereby improving living standards.

### References

1. Decree of the President of the Republic of Uzbekistan No. 4947 "On the Strategy of Actions for the Further Development of the Republic of Uzbekistan".
2. Resolution of the President of the Republic of Uzbekistan dated July 14, 2018 "On measures to improve and increase the efficiency of work to ensure employment".
3. Abdurahmonov Q.X. (2012). Labour economics and sociology. Textbook. T.: Science and Technology, p.388.
4. Исмаилов А. Регулирование занятости в Республике Узбекистан при переходе к инновационной экономике. Журнал ЭКО. 2016. №8. С.173-178
5. Kholmominov Sh.R. (2016). Labour market infrastructure. T.: Science and Technology, p.332.
6. Исманов, И. Н., Хожаев, А. С., & Хабижонов, С. К. У. (2019). Вопросы совершенствования бухгалтерского учёта нематериальных активов. Проблемы современной науки и образования, (6 (139)).
7. Тошмаматов, Н., Исманов, И. Н., & Хожаев, А. С. (2019). О некоторых вопросах предмета бухгалтерского учета. Проблемы современной науки и образования, (12-2 (145)).

8. Кундузова, К. И. (2020). Основные условия, влияющие на рациональное размещение сельскохозяйственных культур в рыночных отношениях. Евразийский союз ученых, (2-5 (71)).
9. Hakimova, S., Habijonov, S., & Hojaev, A. (2018). Statistical prognosis of the production of fruits and vegetables grown by farmers in the Fergana region. Bulletin of Science and Practice.
10. Хакимова, Ш. А., Хабижонов, С. К., & Хожаев, А. С. (2018). Статистический прогноз показателей производства овощей и фруктов, выращенных фермерами Ферганской области. Бюллетень науки и практики, 4(10).
11. Кундузова КИ, Давлятшаев АА, Холдарова ХС. Задачи усовершенствования организации бухгалтерского учёта в страховых организациях. In Бухгалтерский учет: достижения и научные перспективы XXI века 2018 (pp. 100-103).
12. Aybek, T. Forms of self-employment in the labour market. EPRA International Journal of Multidisciplinary Research (IJMR), 15, 226.
13. Тошпулатов, А. (2020). Рынок рекрутинговых услуг в обеспечении занятости населения Узбекистана. Бюллетень науки и практики, 6(1).
14. Роздольская, И. В., & Исманов, И. Н. (2019). Стратегическая направленность разработки функционально-целевой модели институционального менеджмента как нового прикладного направления современного управления. In Экономика и управление: инновационное решение проблем (pp. 7-15).
15. Tashpulatov, A. (2020). Labour market optimization models. ISJ Theoretical & Applied Science, 07 (87), 120-124.
16. Хожаев, А. С. (2017). Мева-сабзавотчилик соҳасини устувор ривожлантиришнинг асосий масалалари. Молодой ученый, (16-2), 19-22.
17. Исманов, И. Н., & Машарипов, О. А. (2017). Регламентация внутреннего аудита в Республике Узбекистан. In Бухгалтерский учет: достижения и научные перспективы XXI века (pp. 134-138).
18. Хожаев, А. С. (2017). Вопросы совершенствования использования статистических исследований при сборе информации в сфере плодоводства-овощеводства. Theoretical & Applied Science, (9), 8-13.
19. Исманов, И. Н., & Маткаримов, Д. М. (2016). Проблемы подготовки качественных финансовых отчетностей в Республике Узбекистан. Журнал научных публикаций аспирантов и докторантов, (9), 5-8.
20. Azizkhon, K. (2017). The peculiarities of statistical analysis on fruit and vegetable farming (Fergana region is as an example). Бюллетень науки и практики, (8 (21)).
21. Ismanov, I. N., & Mo'ydinov, E. D. (2020). Audit of events after the reporting date. ACADEMICIA: An International Multidisciplinary Research Journal, 10(10), 966-974.
22. Газиев, Х. О. (2019). Стратегический менеджмент в условиях антикризисного управления предприятием. Economics, (2 (40)).
23. Исманов, И. Н. (2020). Некоторые вопросы признания, оценки и учета долгосрочных активов. Евразийский Союз Ученых, (4-7 (73)).
24. Ташпулатов, А. (2019). Развитие рынка рекрутинговых услуг в обеспечении занятости населения. Проблемы современной науки и образования, (12-2 (145)).

25. Исманов, И. Н., & Нурматов, О. Т. (2019). Франчайзинг шартномалари асосида маҳсулотлар ва хизматлар бозорини ривожлантириш. Экономика и финансы (Узбекистан), (2).
26. Ташпулатов, А. (2020). Некоторые аспекты моделирования сельского рынка труда. In инноватика в современном мире: опыт, проблемы и перспективы развития (pp. 65-74).
27. Aybek, T. (2020). Personnel Marketing as a Means of Labour Market Research. International Journal of Innovations in Engineering Research and Technology, 7(09), 83-87.
28. Газиев, Х. О. (2020). Некоторые вопросы управление материальной потребности на примере сп ооо «евразия тапо-диск». Евразийский Союз Ученых, (3-5 (72)).
29. Ташпулатов, А. (2020). Применение социологических исследований в сфере занятости сельского населения. In Современные Научные Исследования: Теория, Методология, Практика (pp. 35-40).
30. Исманов, И. Н., & Хабижонов, С. К. У. (2019). Особенности организации бухгалтерского учета гудвилля. Наука, техника и образование, (5 (58)).
31. Tashpulatov, A. (2020). Modern forms of self-employment under conditions of recession. ISJ Theoretical & Applied Science, 05 (85), 452-455.
32. Aybek, T. (2020). Effective Rural Labour Market Development Strategy. JournalNX, 6(09), 39-44.
33. Исманов, И. Н., & Курпаяниди, К. И. (2011). Оценка инвестиционной привлекательности и факторы активизации привлечения иностранного капитала. Вопросы структуризации экономики, (2).
34. Роздольская, И. В., Исманов, И. Н., & Скрипченко, Т. Л. (2019). Содержательное пространство софтизации менеджмента в системе стратегического управления организацией. Вестник белгородского университета кооперации, экономики и права, (5 (78)), 134-145.
35. Исманов, И. Н., & Хабижонов, С. К. У. (2019). Вопросы совершенствования бухгалтерского учета долгосрочных активов. Вестник науки и образования, (10-4 (64)).
36. Хожаев, А. С. (2016). Приоритетные направления развития деятельности фермерских хозяйств специализированных на выращивание плодовоовощных культур в узбекистане. Theoretical & Applied Science, (12), 24-28.
37. Najmiddin, T., & Saidalohonovich, K. A. (2020). About the origin and development of the universe, man, and accountability. Journal of Critical Reviews, 7(13), 1763-1769.
38. Ismanov, I. N., & Moydinov, E. D. (2020). Concept of importance in audit planning and execution. ACADEMICIA: An International Multidisciplinary Research Journal, 10(7), 381-391.
39. Исманов, И. Н., & Хабижонов, С. К. У. (2019). Организация учета инвестиций в Капитальные вложения. Вестник науки и образования, (12-3 (66)).
40. Khojaev, A. S., & Akramova, N. M. (2017). The ways of development and statistic analysis of farmers'activities specialized in fruit-vegetables production in the Fergana region. In Экономика, управление и право: инновационное решение проблем (pp. 45-47).