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DOI <https://doi.org/10.30525/978-9934-26-277-7-195>

IMPROVING THE PERFORMANCE MANAGEMENT OF THE HIGHER EDUCATION SYSTEM

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In recent years, very practical directions have been launched in our country to radically improve the system of higher education, improve its quality, train competitive specialists and create a competitive environment in this area. Improving the efficiency of quality management of education in higher educational institutions today is of great importance [1, p. 26; 2, p. 43]. The economic efficiency of education is a concept expressing the importance of education in the growth of national income. The total amount of financial costs for education is understood as the ratio of the share of the increase in national income received by raising the level of education and skills of workers in the production of material goods [3, p. 156]. In practice, the influence of the external environment on efficiency has not been studied. Therefore, Sh.N. Zainutdinov and A.O. Ochilov consider it expedient to measure the results (external and internal environment of the institution) through the necessary (not specified in the project) profit when assessing management efficiency [4, p. 113]. Because through this you can evaluate the strength of relationships when designing an organizational

structure. In this case, the integrity management system refers to ensuring the continuity of relational activities.

Such economic terms as "efficiency", "rate (rate) of profit", "profitability" in the economic and special literature and regulatory documents are used mixed in assessing the result of the activity of a production entity. All these indicators to a certain extent represent the final results of the company's activities.

The notion that management efficiency is the achievement of performance efficiency is widely interpreted in the economic literature. However, it is difficult to determine the level of efficiency only by results, since efficiency is a general action of management activity, and the goal is achieved as a result of certain actions. Therefore, the concept of "production efficiency" is a broader concept than "economic efficiency". Thanks to this, it becomes possible to apply the concept of "economic efficiency" both in the development of economic aspects of managing all levels of production, and in improving its activities.

The effectiveness of the teacher's work is a process little studied in theory and practice. On the basis of what indicators is the effectiveness of pedagogical work calculated? What are its parameters? What assessment methods are used? It is difficult to find answers to these questions, because the work of a teacher is somewhat different from the work of representatives of other professions.

Information plays an important role in pedagogical work, as well as in managerial work. Therefore, the organization of pedagogical work is similar to the indicators used in managerial work. Teaching performance metrics include: balance sheet income, tuition and ITI funds, one amount spent on work, workload per employee, average number of students, teaching quality, average salary, use of working time, dissatisfaction, published work per teacher, fulfilment of the teaching load, one student per teacher, equipment for one teacher, training, working conditions, etc.

The effective management of the higher education system in our republic depends, first of all, on meeting the interests and needs of the human factor, which is the subject of management, regardless of whether it is a student, professor or employee, depending on the aspect.

In this sense, it is necessary to improve education in connection with the production of its content, a motivational approach to the tasks of graduates in the specialty that they will acquire in the future, in a word, the skills of managing employees in the higher education management system.

From the above points, based on the theory of motivation that analyzes the needs of a person, we see that the phrase "a person works only for money" is not entirely correct.

A number of management improvement issues are represented by quantitative indicators. This system is divided into the following parts in accordance with the methodology developed by us for assessing the effectiveness of innovative management of the university:

- performance management (PM);
- task management (KM);
- results management (RM).

We considered it necessary to use a step-by-step method to assess the effectiveness of the management of a higher educational institution and determine areas for its improvement.

Matrix of the main directions for improving the management of the effectiveness of the development of the higher education system of the Republic of Uzbekistan:

STEP 1 analyzes the state of efficiency of university management and collects the necessary data.

STEP 2. Development of a methodology for assessing the effectiveness of university management.

STEP 3. Evaluation of the effectiveness of university management.

STEP 4. Identification of differences in the management of universities.

STEP 5. Classification of problems by importance and duration.

STEP 6. Making proposals and developing measures to improve the mechanisms for increasing the efficiency of managing higher education institutions.

Today, the development of business and entrepreneurial education is of great importance in the future opportunities of education. The efficiency and coefficient of management of a higher educational institution takes into account:

- Implementation of the rational use of available resources;
- Application of modern information and pedagogical technologies in the system of higher education, further improvement of the efficiency of its management;
- Implementation of the economical use of existing ones, the introduction of project development in the higher education system, the development and implementation of innovative technologies in the management of the higher education system, the attraction of additional funds to increase the material, financial, labor and intellectual potential of universities;

– Fundamental improvement of educational standards and other regulatory documents, advanced training of personnel, strengthening of internal control, improvement of the mechanism for the formation of skills for obtaining a specialty along with higher education of students.

Therefore, the future development of education, especially higher education, is in many ways closely related to the introduction of a new type of education – "business" (entrepreneurial) education, offered by specialists.

Conclusion. Accordingly, in our opinion, the need to develop a state concept for the formation of additional education (business education) for public and private structures should be based on the following principles:

– on the basis of the free development of the individual and the priority of universal human values, civic responsibility, diligence, respect for human rights and freedoms;

– that it is a convenient and flexible educational field for everyone;

– priority of freedom and pluralism in business education;

– continuity and consistency of the educational process;

– in the development of business education at the level of the global model, the formation of an integration system between general, secondary, secondary specialized, higher and post-higher professional education.

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DOI <https://doi.org/10.30525/978-9934-26-277-7-196>

IVESTMENTS IN THE ECONOMY OF UZBEKISTAN: PROBLEMS AND SOLUTIONS

O‘ZBEKISTON IQTISODIYOTIGA INVESTISIYALAR: MUAMMOLAR VA YECHIMLAR

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Investitsiyalar asosiy va aylanma kapitalni qayta tiklash va ko‘paytirishga va ishlab chiqarish quvvatlarini kengaytirishga qilingan sarflarning pul shaklidagi ko‘rinishidir u pul mablag‘lari bank kreditlari aksiya va boshqa qimmatli qog‘ozlar ko‘rinishida amalga oshiriladi. Iqtisodiy modernizatsiyalash sharoitida investitsiya faoliyati muhim axamiyatga ega. Mamlakatning iqtisodiyotini va iqtisodiy o‘shishi asosan mamlakatdagi investitsion jarayonlarga bog‘liq. Har bir jamiyatning barqaror iqtisodiy rivojlanishini investitsiyalarsiz tasavvur qilib bo‘lmaydi. O‘zbekiston hozirgi kunda katta xorijiy investitsiyalarni qabul qiluvchi davlatlar qatoriga kirish uchun barcha iqtisodiy siyosiy va huquqiy asoslarga ega [6]. Lekin mamlakatimizda xorijiy investorlarni jalb qilish uchun barcha ishlarni qilib bo‘lindi degani emas.