

INNOVATSIYALARNI RIVOJLANTIRISH VA XODIMLARNI O‘QITISH TIZIMI**Tojaliyev Abduqosim Abdulxakimovich**

FarDU , Sotsiologiya va ijtimoiy ish kafedrasida dotsenti

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Annotatsiya. Innovatsiyalarni rivojlantirish va xodimlarni o‘qitish hamda milliy kadrlar tayyorlash tizimini innovatsion rivojlantirish orqali ta’lim, fan va ishlab chiqarishni integratsiyalash jarayonini modernizatsiya qilishda ta’limning barcha darajalarida sifat ko‘rsatkichlari bo‘yicha ilmiy tadqiqotlarning tavsiyalari ifodalangan. Shuningdek, maqolada mazkur masala yuzasidan muallif tomonidan shakllantirilgan ilmiy taklif va amaliy tavsiyalar ham o‘z ifodasini topgan

Kalit so‘zlar. Ob’ektiv, tendentsiya, qonuniyatlar, innovatsion, madaniy tadqiqotlar, falsafiy-estetik.

SYSTEM OF DEVELOPMENT OF INNOVATION AND TRAINING OF EMPLOYEES

Abstract. The article presents recommendations of scientific research on quality indicators at all levels of education in the process of modernizing the process of integrating education, science and production through the development of innovations and innovative development of the personnel training system and the national personnel training system. The article also presents scientific proposals and practical recommendations formulated by the author on this issue..

Keywords. Objective, trend, laws, innovative, cultural studies, philosophical-aesthetic.

The concepts of innovative development and national system of personnel training, although not in the form we are considering at different times, are found in the works of the ancient thinker Plato, in a related content. Plato studies important issues of social development in his works such as "State", "Laws". He emphasizes the importance of the role of highly qualified, educated, wise people in building a developed and just state. In his works, the thinker opposed changing the art (profession) that citizens were engaged in, recognizing that people should master the arts (professions) as a social need.

The methodological foundations of national personnel training, scientifically based ideas about its development trends, genesis, objective development of innovative development, the fact that personnel training is a part of the development of civil society, and the need for an integrated approach to it, new ideas, conclusions and proposals are reflected in the works, speeches, decrees and resolutions of the President of the Republic of Uzbekistan. The head of state revealed the laws, trends, specific features of the development period, difficulties and ways to overcome them of the current era, that is, the new stage of development. The Strategy of Actions for the Further Development of the Republic of Uzbekistan for 2017-2021, developed at

the suggestion of the President of Uzbekistan and implemented in socio-economic life, and five important initiatives, have brought the country's innovative development to a new level. The designation of 2020 in our country as the "Year of Science, Education and the Development of the Digital Economy" confirms the need to implement important tasks for the development of the social sphere, including higher education, that is, the national system of personnel training, on an innovative basis. It should be emphasized that this process requires the achievement of indicators that determine the development of the country, the production of competitive goods to the world market and their export, a higher education system that is considered a separate indicator of social progress, that is, the organization of personnel training at the level of universities of leading countries, that is, this process has created the need to improve the educational process, scientific research work in higher education institutions at the level of the requirements of the new era economy and social systems. Therefore, in order to meet the demand for competitive personnel at the new stage of development, "Last year, 19 new higher education institutions were opened to develop higher education, including 9 branches of prestigious foreign universities. Training of personnel under 141 joint educational programs was launched in cooperation with leading foreign universities. A total of 146,500 people were admitted to higher education institutions, or 2 times more students than in 2016." In order to meet the social demand for highly qualified personnel, this process is being continued. "Currently, branches of 14 universities and institutes from countries such as South Korea, Great Britain, Russia, India, Italy, Singapore, Latvia are operating in our country. Also, 23 branches of higher education institutions of the Republic are operating in the regions of our country. Today, about 373 thousand 500 of our young people are studying in higher education institutions in our country. Of these, 168 thousand 470, or 45.1 percent, are girls.

A significant part of this demand is formed by scientific research aimed at identifying the factors that ensure human education and its activity in reforms. In this process, interdisciplinary research, including philosophical, psychological, cultural studies, and scientific works on our national history, is of great practical importance. At the suggestion of the head of our state, special attention is paid to the role of young people, future specialists in the moral, political and patriotic education, works are being published that glorify the roots of national spirituality, and a special radio and television channel has been created on Uzbek television to familiarize the general public with the pages of our national history.

In our country, concepts such as human education, specialist, craftsman, and their various forms, which have been used in a philosophical sense since ancient times, have acquired a new meaning with the development of civil society, as a result of which the concept of personnel

training has become a central category along with management concepts. However, until the new stage of development of society, this idea did not attract the attention of social scientists in the context of analyzing the impact of qualified personnel activities on state affairs. Although the National Program for Personnel Training was adopted at the beginning of the period of independence, there are a number of shortcomings in the creation of a national personnel corps. In particular, talented, unique talents, bachelors and masters, doctors of sciences who have mastered their specialty and foreign languages perfectly, were allowed to go to foreign countries in search of work. The requirements for specialists in socio-economic subjects were not met. Innovative methods and technologies have not been implemented in the national system of personnel training in the republic.

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