

Mechanisms To Improve The Competitiveness Of Higher Education Institutions

Annakulov Kamol Khasanovich

Independent researcher at Tashkent State University of Economics



Abstract – This article highlights the socio-economic importance of enhancing the competitiveness of university graduates in the labour market and identifies priorities for enhancing the competitiveness of university graduates in the Republic of Uzbekistan.

Keywords – Labour Market, Higher Education, Graduates, Competitiveness, Supply And Demand.

I. INTRODUCTION

Improving the competitiveness of university graduates will lead to an increase in labour demand on the labour market and the quality of labour supply, national income growth and the socio-economic development of the state. The quarantine conditions observed in recent years have led to unemployment and other negative consequences associated with a sharp decline in production and economic growth in many countries. As a result, the labour supply and demand balance in the labour market has been disturbed, unemployment has risen and the supply of labour for existing jobs has increased. In this case, the competitive labour force in the labour market has managed to retain its jobs.

There are a number of problems on the labour market that need to be solved in order to increase the competitiveness of higher education graduates. The main of them are to determine the structure, principles and characteristics of the economic mechanism for increasing the competitiveness of graduates, the basic criteria and indicators of competitiveness of the labour force supply on the labour market, analysis of its condition, sociological evaluation of graduates' competitiveness, governmental policies to regulate the labour market. It is necessary to identify the links between labour demand and labour supply, develop mechanisms for balancing labour demand and labour supply, and improve vocational training and skills of qualified personnel.

II. LITERATURE RESEARCH

According to Russian economist Y.G. Odegov, labour competitiveness in the labour market is determined by the quality of labour force, human creativity, employment and length of working day, and the size of income [I].

In Uzbekistan, economists also have a number of scientific views on competition. According to Sh.Sh. Shodmonov and Y.V. Gafurov, competition is a conflict of economic interests of market cubes, which means a struggle between them for higher profits and greater profitability [II]. Thus, competition is a multifaceted economic phenomenon that represents a complex relationship between all market participants.

According to K.H. Abdurakhmanov, competition is an integral part of any market mechanism, which means a large number of free buyers and sellers of labour, as well as the possibility for them to enter and leave the labour market without hindrance [III].

According to Sh.R. Kholmuminov's definition, free and effective competition in labour market recruitment is the establishment of mutually beneficial prices for labour force and goods based on the principles of free demand and supply of labour between employers and employers [IV].

In our opinion, the competitiveness of labour force in the labour market lies in the presence of a large number of labour market subjects, their free access and exit from the market, as well as in the conflict of economic interests of market participants.

III. METHODOLOGY

The article makes use of logical and comparative analysis, systematic analysis, monographic observation and comprehensive evaluation methods.

IV. RESULTS AND DISCUSSIONS

With the XXI century being recognized as the century of information technology, it is important to introduce information and communication technologies to form competitive personnel, improve the base of educational laboratories in educational institutions, and create an effective system of material and moral incentives for teachers.

It is necessary to create scientific centres for distance learning that will conduct distance learning and advanced training in rural areas using modern information and computer technologies. In this way, these people will be able to learn and improve their skills remotely, without having to take a break from their work. This saves staff from on-site training, training, time and additional costs.

Today, the problem of employing graduates of higher education and secondary vocational colleges is growing. This situation is likely to persist for the next 3-5 years. The Public Employment Service should monitor graduates in the labour market in order to scientifically substantiate the demand in the labour market for a particular specialty. Monitoring the labour market for graduates provides an opportunity to develop scientifically grounded conclusions to prevent the unemployment of graduates of educational institutions. Because if graduates of educational institutions are unemployed, it will be inefficient to finance their studies.

At the same time, the employment of graduates with higher education is an urgent issue. Therefore, as a multifunctional system, a fund should be established to assist students in finding jobs for university graduates in order to enhance their professional development and competitiveness in the labour market. The activities of this fund to promote the employment of graduates should be coordinated with the authorities and employment services, and the public employment service should develop comprehensive measures to regulate vocational education services on the labour market on the basis of existing legislation. The education system and the centres have quality indicators for the training of qualified personnel, and the employment rate of graduates should be high. To this end, a special structural unit in the Ministry of Employment and Labour Relations and its regional directorates should be established in cooperation with the Ministry of Higher and Secondary Specialised Education to control and monitor the employment of graduates. The mismatch between the composition of qualified personnel required for the sectors of the economy and the training and orientation of educational institutions should be eliminated.

The formation of a diversified economy and the emergence of a private enterprise sector in our society will create ample opportunities for competitive staff to freely choose their profession and engage in any type of activity. In particular, their role in creating small businesses as a source of healthy competition in the economy has great potential in this regard.

However, it should be noted that many of our young people lack legal and economic knowledge of economic activity and entrepreneurship. Although there is sometimes a desire for this activity, there is a lack of specific advice, guidance and financial support. Accordingly, in our opinion, the following measures should be taken to further strengthen economic activity among young people in our country:

1. Further strengthening of economic and legal education in schools, secondary special educational institutions and universities.
2. Creation of youth creative centres, design and technological bureaus, and units for the practical implementation of scientific ideas in higher and secondary special education institutions.
3. Encourage cooperation between enterprises in our country and future specialists in education institutions.
4. Creation of conditions allowing competitive staff in enterprises to fully express their creative and internal potential and satisfy their material, cultural and living needs.

5. Special attention shall be paid to youth in the activity of employment services in cities and districts of the republic, organize services in different spheres considering their specific social group characteristics.

Implementation of the above-mentioned measures will play an important role in further increasing the contribution of youth in developing the economy of our country, turning them into active fighters of national ideology and national interests.

It is also important to take active measures to involve graduates and young people of higher and specialized secondary educational establishments in entrepreneurial activity (diagram).

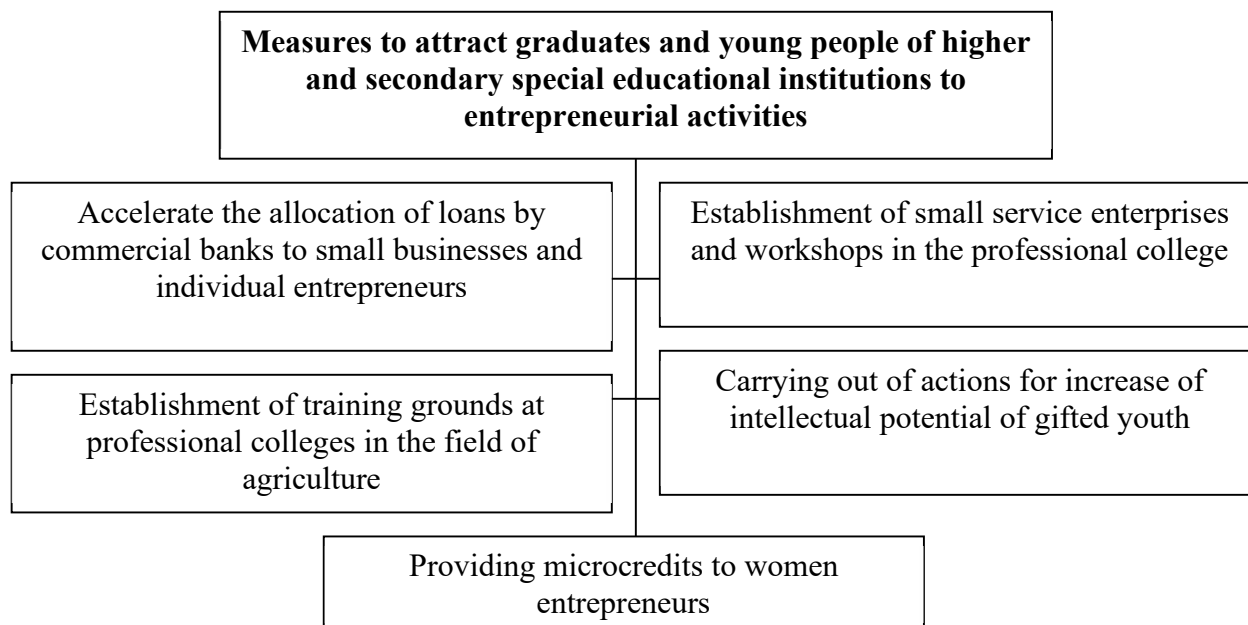


Diagram. Ways to attract graduates and young people to entrepreneurship.

Whichever way they work to demonstrate the creative and intellectual potential of competitive cadres and to create conditions for the active involvement of talented young people in scientific work, our young people are constantly being supported by our state.

On the whole, economic incentives for competitive staff will remain one of the measures to ensure that they meet today's requirements.

V. CONCLUSION

It is necessary to change the quality of the supply of a competitive labour force and increase its competitiveness on the labour market. For this purpose, a training programme for civil servants and other educational institutions should be organised, vocational training in special courses in enterprises should be improved and tax exemptions should be provided for them, and a special programme to improve the competitiveness of local personnel should be developed.

The employment service should develop long-term regional vocational training programmes for the labour force in line with structural changes in the economy. It is recommended to develop cooperation between employment services, organise an assessment of the availability and status of jobs in the region, and make an objective calculation of staffing needs for each position by occupation and qualification.

Advanced and comprehensive educational standards, developed on the basis of international standards, using modern science, technical advances, and technology, should be used in the training of qualified personnel. In order to improve the professional development of students and increase their competitiveness in the labour market, a graduate employment assistance fund for graduates should be established.

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