



ANALYSIS OF SOCIOLOGICAL PROBLEMS IN THE WORK OF PROFESSORS AND TEACHERS IN HIGHER EDUCATION INSTITUTIONS IN THE PERIOD OF REFORM OF THE HIGHER EDUCATION SYSTEM IN UZBEKISTAN

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Annotation

One of the sociological problems that needs to be studied today is how the reforms and modernization of the higher education system in our country affect the teaching staff, leadership and students, and to what extent they show their results. We should not be agree about the fact that during the period of change, every professor and head of higher education institution understands the essence of the reforms, the extent to which innovations are reflected in labor and pedagogical activities, attitudes and practices, but all these changes does not find its expression in institutions.

Keywords: Higher Education system, reforms in higher education, higher education institution, faculty labor activity, competence, labor efficiency, social problems, teacher-student relations, labor and pedagogical community, attitude to labor, spiritual environment.

The transition to a modern higher education system based on the reform and modernization of the higher education system requires a lot of hard work, which requires the state system to solve economic and social problems, to carry out comprehensive reforms in the higher education system. it requires a change in teachers 'attitudes towards work and pedagogical activities, and a positive change in the attitudes of most students towards learning. It is also ready for it without major losses as a result of the emergence of a strong social competitive environment, leading to the formation of a higher education system, working on the basis of modern requirements and industrial integration. In order to ensure the effectiveness of this process, it is impossible to achieve a good result without a comprehensive and systematic approach, the solution of political, legal, socio-economic and spiritual issues. In the study of these processes, the application of many sociological and scientific studies, monitoring and scientific forecasting of the future state are of great importance.

Relevance

President of the Republic of Uzbekistan Sh.M. Mirziyoyev 2020

In his address to the Oliy Majlis on December 29, he said: The attention paid to the education system in our country is a testament to the importance and urgency of the times. Kindergarten, school, secondary special, vocational education system (vocational schools, colleges and technical schools), higher education, master's, doctoral, postgraduate education and vocational education in the development of education and upbringing, science and innovation, building a new Uzbekistan At the heart of the ongoing reforms, which envisage the development of systems such as professional



development, lies the hard work of developing the foundations of the Third Renaissance and bringing it up to world standards.

One of the most important issues today is the further development and modernization of the higher education system, as well as increasing the efficiency of teaching staff and ensuring the quality of education, which is directly related to finding solutions to many problems in higher education. The potential of personnel and their competitiveness, the ability to work in accordance with modern requirements and contribute to the state and society are also directly related to the education and training of their teachers and the acquisition of practical skills. The enrollment rate in higher education in 2020 will increase 2.5 times compared to 2016; the coverage of our youth with higher education will increase from 9% to 25% [1]. Means a growing desire to grow as strong professionals inherent. At present, insufficient conditions are created to increase the participation of managers and staff of the department in the process of reforming the higher education system, lack of motivation, lack of research in the internal system to work in accordance with modern requirements and pedagogical effectiveness. Not finding a solution, the slow change in the worldview of professors or their inability to adapt to changing demands, the excessive demands placed on their work activities lead to a slow change in attitudes towards work in a positive direction and insufficient efficiency.

Materials and Methods.

In recent years, there have been significant changes in the pedagogical work of professors and teachers of higher education institutions. This, in turn, is directly related to the changes in the world higher education system and the ongoing reforms in Uzbekistan to develop the higher education system. The government is setting new and enormous demands and tasks on the management, staff and professors of higher education institutions, forcing the workforce and professors to critically evaluate their pedagogical activities and competencies and promote new knowledge and skills. Introduction of innovations in the higher education system, the transition of higher education institutions to independent management, the introduction of a paid system and commercialization of educational services, the creation of a competitive environment, openness and comprehensiveness of higher education, lowering entrance exam scores, its consistency and continuity, the introduction of new educational technologies significantly encourages professors and leaders and staff to adapt more quickly to the requirements of the new era and build skills. On the basis of reforms in the higher education system, today the developed countries of the world are making great strides, such as the establishment of cooperation with higher education institutions, the development of higher education on the basis of integration.

Organization of bachelor's, master's and doctoral education on the basis of world standards, new competence (derived from the Latin words "compete", "competent", which means to achieve, fit, deserve) [2, p. 4] and the introduction of educational standards and the transition to an online modular teaching system during the pandemic have been accepted at various levels in many higher education institutions, and the system has been mastered as much as possible through the prudent management of the government and the Ministry of Higher and Secondary Special Education. For many years,



teachers worked on the basis of the same bureaucratic management, all of them did not have economic knowledge in the context of market relations, no tendency to earn extra income in addition to the main job, low level of economic culture, higher education in our country. the lack of healthy competition between institutions has led them to operate under the same conditions and in the same administrative command system. It therefore leads to the creation of a social and scientific environment that accelerates the participation of professors and teachers in these processes by creating a healthy competitive environment among all higher education institutions and establishing a rating level among them. Also, the introduction of online higher education on the basis of a single Hemis program in the country and the transition to a credit-module system requires the competence of teachers to rationally place the necessary information resources on science modules on the electronic platform and increase students' independent knowledge and skills. Because during the pandemic, various social problems were observed among professors working in the online electronic Moodle system. In particular, most of them spend time working on the electronic platform of the lesson, problems with low or no Internet speed in some districts, villages and remote areas of the country, untimely performance of tasks and constant monitoring by the administration. led to negative perceptions of relationships related to the timely participation and completion of lesson assignments. Definitely online the education system is the latest vision of the global education system, which creates enormous opportunities for all learners to acquire knowledge, favorable conditions and need to conduct scientific and social research on these processes to learn at any time.

It should be noted that the Decree of the President of the Republic of Uzbekistan dated February 7, 2017 PF-4947 "On the Strategy of further development of the Republic of Uzbekistan", April 20, 2017 PP-2909 "On measures to further develop the higher education system" Resolution No. PQ-3151 of July 17, 2017 "On measures to further expand the participation of industries and sectors of the economy in improving the quality of higher education", June 5, 2018 "On measures to improve the quality of training and increase salaries in higher education" became the basis. In particular, from January and July 2019, the monthly salaries of professors and teachers were increased twice a year. According to the Decree of the President of the Republic of Uzbekistan dated July 11, 2019 No PF-5763 "On measures to reform governance in higher and secondary special education", at the expense of the State Budget of the Republic of Uzbekistan 30% of the salary, 35% of the monthly salary of employees with the degree of Doctor of Science (DSc) or other equivalent degrees in foreign countries. The President's speech on the occasion of Teachers 'and Coaches' Day also noted that in order to provide financial incentives for teachers, their salaries have increased by an average of 2.5 times over the past two years compared to 2018. [4] Of course, as a result of the policy pursued by the state to increase the salaries of professors and teachers, positive results have been achieved.

Discussion

There is no reduction of administrative command in the higher education system, teachers fill out various reports and tables, use paper attendance and evaluation journals while working on the electronic platform, there is no reduction of red tape in filling out statements and evaluation sheets.



whether he is obliged to sign it or to put it on paper and submit it to the dean's office; the scientific work of teachers is incompatible with their pedagogical activities or the pedagogical process, and leads to the accumulation of various sociological problems in higher education institutions on the basis of the negative impact of existing factors not only on ordinary assistants, but also on the implementation of "teacher-disciple" activities. we see that the high result of labor productivity without an increase in wages is the formation of a system of coercion to work, not only with strict demands from above, but also with the termination of the employment contract. As a result of the ongoing reforms in the higher education system and the work of professors and teachers in our country, the study of materials and sociological observation and analysis of the processes, it is necessary to highlight the following social problems:

- Although the mechanisms of effective work of the Academic Council, Board of Trustees, Public Council, Spiritual and Enlightenment Councils are created, they do not work in practice and do not affect the future activities of the higher education institution;
- The increase in the educational process and the inability of teachers to devote time to scientific work while working on themselves, leads to a negative change in attitudes to work, which affects the quality of education and labor efficiency;
- Development of higher education institutions, ensuring the quality of education and increasing the efficiency of teachers, not receiving suggestions and recommendations from them, expecting reforms from above and dependence on higher
- Lack of motivation or insufficient conditions for the promotion of teachers in scientific activities by the management of higher education institutions;
- The small number of small talk in the teaching staff, the difficulty of adapting new teachers to the new team, the inability of teachers who studied abroad and entered the higher education institution to adapt to the new team, the lack of rational management in the work team, not everyone participates in teaching and research. led to the emergence of an unhealthy social-spiritual environment in some communities;
- In scientific activity we can see the process of chasing numbers, not quality. As a result of encouraging professors to write articles every quarter, to publish articles in foreign scientific journals, to require citations and indexing, to publish articles in scientific journals based on Scopus, we are witnessing the publication of intellectual potential and scientific results in foreign journals, not in our country. , hypotheses or new recommendations indicate the inadequacy of the scientific community of our country, the excessive expenditure and development of foreign scientific journals;

To use an approach such as leadership should be an example in any matter to the constant formation of his spiritual world, regardless of the specialization of the professor-teacher. Creating material and technical conditions for each professor to accelerate the introduction and acquisition of new knowledge in higher education, appreciation of his work, material and spiritual encouragement, creating conditions for them to prepare for scientific and future classes to use their free time effectively have to give.



It is necessary to commercialize scientific developments, to involve them in innovative exhibitions for the implementation of innovative ideas of professors and teachers, to raise the prestige of the institute by providing financial or social support for the implementation of protected research in practice.

Conclusion

In the pandemic environment, online education is based on the traditions of "teacher and student" to teach students to work independently, to develop the skills to find the necessary information and resources from a wide range of information, and in offline learning to ensure that each professor opens a circle. It is necessary to increase the quality of education and increase the share of students participating in the Olympiad through the organization of lessons based on the tradition of "teacher-student" and the introduction of a system of incentives. The conclusion of agreements on cooperation between higher education institutions of our country, the scientific study of the experience of foreign universities, finding sociological solutions to social problems is one of the most important and fundamental requirements in today's conditions. Indeed, in the developed countries of the world, especially the United States, Germany, Great Britain, Japan, South Korea, the investment process aimed at strengthening the human factor is determined by the development of human potential, increasing education and professional training of young people [6, p. 1] is the proof of our opinion. In the European higher education system, the single education, employment and civic mobility envisaged for the purpose of the Bologna Declaration [7] will lead to the formation of a system of mutual competition in the demand for services and personnel provided by the education system. This process cannot be done without professors who provide higher education. It should also be borne in mind that in the modern economy, the development and use of mathematical models in the management of social activities of professors and students is important in assessing the effectiveness of labor. [8]

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