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WAYS OF DEVELOPMENT OF MANAGEMENT OF PERSONNEL TRAINING IN AGRARIAN EDUCATION SYSTEM

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There is a saying of wisdom that “education and upbringing begin from the cradle”. Only enlightenment leads a person to perfection, to the development of society. Therefore, it is not surprising that the state policy in the field of education in our country is based on the principle of a system of continuous education, trying to create a holistic and continuous system that, from the birth of a child to the age of 30 years, will support it in every way, will help to find a worthy place in life.

In developed countries, great attention is paid to investing in the full cycle of education, that is, to invest in the education of the child from the age of 3 to the age of 22 years. Because this same investment will bring 15-17 times the profit to society. At us this figure is only 4 times. Consequently, we must focus on human capital, mobilizing all the opportunities for this [1].

On training qualified personnel in the field of education, increasing the attractiveness of educational institutions and other issues, economists of our country also conducted their research on the development of the educational system, existing problems and their solutions.

Particularly, O.S. Kahhorov in his research studied the method of integrated assessment of the effectiveness of the management process in economics, as well as the effectiveness of management of Personnel Training and their impact on the economy. It is also calculated the impact of the economically active population on the gross regional product on the employment of graduates of the vocational education system, their entry into higher education institutions [2].

Also T.Z.Teshabaev in his research, also developed his proposals on the introduction of cluster co-operation in the management of the educational system, full involvement of internal innovative potential in the educational process on the basis of strategic goals, as well as the methodological approach to the development of the digital economy to determine the interconnectedness of the higher education system in harmony with our opinion, the introduction of innovation in management in the educational system, the improvement of the quality of education through the digitization of the system, the prevention of conflicts of interests, the application of modern science technologies, along with this, there is an opportunity to form an independent mindset in students[3].

J.O.Kucharov’s method of determining the norms of the number of personnel required in agriculture in his scientific research taking into account the

intensity of labor, the scale of labor productivity and the use of labor-saving technologies, training of qualified personnel in agriculture, ensuring the integration of science and education and practice by the state through the development of tax, financial and credit, in order to effectively introduce new forms and methods of education to agrarian educational institutions, it was proposed to establish the "Center for testing and introduction of modern forms of education in agriculture" and to establish its activities on the basis of financing [4].

In providing the agrarian sector with leading personnel, it is necessary that the population adapt to constantly changing professional conditions of activity, ensure the possibility of continuous self-development in accordance with individual aspirations, operate on the basis of the principles of increasing the educational resources of society. However, it is necessary to formulate training, knowledge and skills so as to be able to fully respond to the competitive environment of the areas of Agrarian education. Therefore, a number of problems in the conduct of educational processes before agrarian educational institutions are preserved. **Firstly:** the dependence of the extreme majority on the theoretical direction in the course of training. This affects the complication of the process of adaptation of a graduate of an educational institution directly at work. **Secondly:** the primary link of education is reflected in the lack of basic tools, equipment, teaching and laboratory equipment, educational literature, necessary for the conduct of a highly effective, modern educational process, even in a pre-school educational institution, schools, technicians, higher educational institutions, directly affects the quality of Education. **Thirdly:** as a result of the occurrence of corrupt situations in the educational system, it leads to a decrease in the prestige and position of educational institutions through the occurrence of imbalance and tension among students as well as various conflicts. It also hinders the formation of high-quality intellectual capacity in the country. **Fourthly,** lack of adequate financing of education and science sector has affected from tertiary institutions to the lowest tier, along with a number of problems in the training of highly qualified personnel, decrease in the position of educational institutions.

Consistent changes in the development of personnel training in the agrarian education system are yielding results. In particular, the adoption of the resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated November 3, 2015 № 311 “on measures to further improve the provision of highly qualified personnel with higher education in the agricultural and water resources sectors” is an important factor for the reform of the personnel training process in the agrarian education system [5]. According to the decision, the necessary specialization of the agricultural and water sectors and the need for highly qualified personnel with higher education with a level of knowledge, to improve the work of graduates of higher education institutions in the field of Agriculture and water management in accordance with the specialty they occupy;

At the same time, the head of our country also touched upon the development of Agrarian education and the issue of personnel and stressed the need to start work at the International Agricultural University from 2022/2023 academic year and attract foreign teachers there, improve the skills of local

trainers. 17 million dollars of credit and grants were also attracted to Tashkent State Agrarian University. On account of this, the University Laboratory is equipped with 129 types of modern equipment, new areas of experience in 20 areas such as gardening, vegetable growing, livestock, irrigation, food industry are organized, foreign specialists are involved. He also stressed the importance of training specialists of the middle ear for the sphere.

Literature

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