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Abstract

This paper has analyzed major points of effective organization of the work of professors and teachers. Different theoretical and practical knowledge of the Republic of Uzbekistan has been determined as the whole. On this way, diverse examples about ensuring a fair approach to the effective organization of the work of professors and teachers were discussed and both outcomes and shortcomings were concluded as the whole.

Keywords

Ensuring, fair approach, effective organization, professors, teachers, Uzbekistan

1. Introduction

There is an old saying: "Rubies are found with time, rubies are not found with time". Time is such a blessing that an effective mechanism for the effective use of every moment of it must be created. At the same time, we believe that the main focus should be on measures such as the appreciation of the time of professors and teachers. After all, the classic wisdom that "the mind is powered by the mind" has been around for centuries. No matter how much time you spend with the wise, your time will not be wasted. We did not make such statements in vain. Because the value of time is so precious, it cannot be measured or found by any material. The correct use of time, the correct allocation of time should be the iron motto of everyone, the specialist. Proper allocation of time, especially for teachers working in educational institutions, is very important in today's innovative economy. After all, the time of a professor is important not only for himself, but also for the generation to be naturalized. If one teacher teaches 40 students, the time lost by the teacher is not limited to himself, but also affects those 40 students.

Chapter 2 of the Concept of Development of the Higher Education System of the Republic of Uzbekistan until 2030 states that the scientific potential of higher education institutions (HEIs) is 36.4%, the average age of graduates is 49, doctors of science - 56, doctors of philosophy and candidates of science - 43. among doctors, the share of people of retirement age was 45 percent. It turns out that a significant proportion of those with scientific potential fall on retirees. Their knowledge, experience and scientific potential will need to be used effectively.

The professor gives 80 minutes of lessons to 60-80 students in the classroom, and 50-60% of these students get something from this lesson. If this professor spends that time with a researcher or doctoral student, there will be 100% mastery and the researcher will work for several months on the information he or she has received, some students may work in this field for a lifetime. This training will show the way for a scientific researcher to make many inventions. In this way, scientific and innovative activities are established and useful inventions are created for society. So we think there is no need for an extra east to see where the professor's time is spent effectively. We think that it is enough to have experienced associate professors and teachers, as well as professors who are not deeply involved in research. We think that professors who are engaged in effective research are more likely to spend most of their time dealing with research researchers.

Currently, there are few professors in universities who have made a significant contribution to the development of the country. It is necessary to create conditions for them to work with researchers in the full state. In each region, an association of professors and academics has been established, where it is necessary to create conditions for the creation of new modern educational literature, to provide advice, to carry out activities such as solving problems in the system. Doctoral students and research researchers will need to take advantage of this.

2. Main part

Sources of funding for this association are organizations, universities and researchers. This is because Chapter 2 of the Concept for the Development of the Higher Education System of the Republic of Uzbekistan until 2030 states: There is no strong integration of output. " This shortcoming has persisted for years, and it is difficult to say anything about how long it will last unless there is a radical change in the industry.

Currently, there is a lack of textbooks (textbooks and manuals) in many disciplines. However, many professors and teachers are not even very interested in creating educational literature. This is because the creation of literature for their annual study loads is not allocated hours from a separate load. These are among the secondary plans. Most of the textbooks created so far are created on the personal initiative of professors and teachers. Unfortunately, some textbooks

are of course published by the Ministry of Higher and Secondary Special Education, but the publication of some is still the responsibility of professors and teachers. In foreign countries, the writing of a textbook itself is duly encouraged, and its publication is the responsibility of the state or other interested organizations. Once the textbook is published, authors are encouraged again. Their rating is determined not by one year, but by the whole activity. Due to this, scientists are constantly working on and improving this textbook. Sometimes we get 15 copies of a textbook, even 20 copies. We think we need to introduce such an experience in ourselves.

Some professors and teachers publish several textbooks, monographs, participate in international scientific conferences, give scientific and educational lectures, conduct 600-700 hours of lectures. That is, it engages in all-round mental labor. Excessive mental work psychologists say, "Mental fatigue leads to a deterioration of the functional state of the body, a decrease in attention and ability to work, impaired accuracy of movement. All this indicates the development of the braking process in the cerebral cortex, a decrease in the excitability of the central nervous system, as well as the mobility of nervous processes. Therefore, it would be expedient if the professor's time allocated for the creation of textbooks would also be spent on teaching loads.

A few years ago, there were competitions for the best educational literature in the country. This was also a motivation to encourage the professor's research activities and increase the effectiveness of his research activities. This event also needs to be reorganized. In reorganizing it, it is advisable to strictly adhere to the criteria of fairness in the evaluation of educational literature. Because we have witnessed a lot of shortcomings in the process of working with award-winning textbooks. Similarly, despite the fact that other educational literature fully meets the demand, they were overlooked in the competition. We consider it expedient to take into account the educational literature created by this educational institution in determining the scientific potential of educational institutions.

Professors, who are an important category of university staff in the United States, determine the quality of education provided by educational institutions. Professor professors are mainly engaged in teaching and research work, they are usually research leaders. Professor teachers work part-time than other categories, i.e. part-time. Professors must obtain special permission to lead a research project. The working hours of associate professors are full working days. They can also lead research projects, for which they also need to have a doctorate degree and work experience like a professor.

3. Discussions

Research assistants are also assigned support staff who are not engaged in teaching activities (or the training of assistant teachers is replaced by privileged hours). America is one of the leading countries based on brainstorming. Therefore, it develops specific measures to recruit personnel from abroad. That is why this state education system has become the most effective developing state.

Based on the above, I would like to refer some of our suggestions to your judgment:

First, the professors who created the scientific school are unique educators. Their main activity is to create all the conditions for research and engagement with researchers.

Second, it is expedient to develop and introduce normative measures to include textbooks and other textbooks in the workload of professors who write textbooks and other textbooks.

Third, it is necessary to achieve the introduction of market principles in the commercialization of scientific developments created by professors and teachers. As of now, the problem should not be solved by the professors themselves, nor should they solve the problem of introducing this work themselves. Now the authors of the idea, which is very effective, are begging the practitioners. That should not be the case. Each professor should be organized to place orders based on his or her subject and potential.

Fourth, the main point in the ranking of professors and teachers should be focused on the training of scientific personnel and the publication of educational literature.

4. Conclusion

In short, today's New Uzbekistan is looking for an improved new order. The education sector also needs to move to a new level in the first place. In this regard, we believe that the recommendations we have developed also complement a certain part of this particular direction.

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