

**EFFECTIVENESS OF TRAINING MANAGEMENT PERSONNEL IN  
UNIVERSITIES BASED ON INNOVATIVE MANAGEMENT**

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**Abstract:** This article presents an analysis of the effectiveness of training management personnel in higher educational institutions on the basis of innovative management.

Science-based innovations created in the process of scientific research, proposed technologies, models for modernizing the university management system, new information introduced into scientific communications, multimedia manuals, monographs, analyses, conclusions and recommendations for educational purposes and the goals of a higher educational institution. educational institutions must comply with the requirements. The experimental work carried out on the system of implementing strategic management in higher education organizations serves to substantiate research hypotheses for improving educational plans and programs, educational and methodological support, professional qualifications of teachers, and improving the quality control system. education.

**Key words:** management, pedagogical experiment-test, scientific research, higher education, modern leader, employee, student, respondent, theoretical and logical analysis, comparison, questionnaire; interviews, test samples, generalization of advanced innovative pedagogical experience, observation; questionnaire survey, mathematical and statistical methods.

**To enter.** The process of modernization of the management system of higher education institutions is serious, if successful, you will be able to reach the goal before put higher education institutions. Pre-established goals can be achieved and how effective can answer the question about what you need to do for it.

The same goal can be achieved in different ways, the reason for the choice of the strategy of action of the stage direction and the selection of means to achieve the desired goal can be set. To evaluate the implementation of strategies to control and is the final process of the modernization of the management system. This process ensures stable contact between the goals of the organization. The main functions of control consists of the following:

determine what and how to check for indicators;

the status of monitored objects accepted standards, norms, or other indicators for assessment

determine the cause of a detected as a result of the evaluation;

if necessary and if possible, correct them enter.

On the modernization of pedagogical higher education institutions of the management system experience-from testing, I can say that the essence of the work come out of pedagogical science of direction to achieve the goal of the research work on the implementation of the tasks of the “modernization of the system of management of higher education institution” is important.

### **Objects and research methods used**

The quality of training of management staff in universities on the basis of innovation management is the process of improving. In the article the analysis of the scientific literature, theoretical-comparative analysis, normative-legal acts, the analysis of pedagogical observation, conversation, experience-test results of mathematical-statistical synthesis method were used.

### **The results obtained and their analysis**

Pedagogical experience-testing in scientific research in the higher education system of the modern issues of improving the training of staff in the management of head covering. Experience-Tashkent state university of economics in the year 2020-2023 testing works, and the Gulistan state university of the Fergana state university students, bachelor degree students from the course involved a total of 358 persons 3 and 4, the respondent was (table 1).

In the framework of the research experience-test methods for work were used: theoretical-logical analysis, comparison questionnaire; conversation, test samples, the synthesis of advanced innovative pedagogical experience, observation; questionnaire-survey, mathematical-statistical methods to use led.

**1-table**

**Experience-established testing work of higher education institutions**

<b>N</b>	<b>groups</b>	<b>of higher education institutions</b>			
		of Tashkent state university of economics	Fergana state university,	Gulistan state university	<b>General</b>
1.	Experience the group of	60	58	60	<b>178</b>
2.	The control group of	62	60	58	<b>180</b>

<b>Total</b>	<b>122</b>	<b>118</b>	<b>118</b>	<b>358</b>
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Systemic reforms in higher education institutions in the conditions of modernization of the management system in the field of local higher education institutions currently operating in the period of teaching experience and a high operating in universities, teachers, staff and management were selected. In addition, the purpose of the analysis the results of evaluation of higher education institutions consists of the modernization of the management system, if selected as a control group with the traditional method of evaluation will review the governance of higher education institutions.

Experience the ultimate goal of modernization of the management system of higher education institutions, in particular increasing the quality of education, educational plans, programs and textbooks on the basis of improvement and the introduction of modern approaches and methods and evaluate them using the tools of mathematical statistics is to show the location.

Also, systemic changes gradual, continuous implementation a modern approach to the management of higher education institutions based on the reason for the introduction of international experience, organizational-methodical system and the introduction of a knowledge management system experience-is the main task of the testing work. Also included in the model i.e. the transformations of knowledge management and integrated quality assurance quality assurance is to determine the effect of the quality of education [2].

The main hypothesis of the experimental work of higher education institutions in management education and science to the process of modernization of the management system requirements on the basis of the organizational-methodical introduction to the modern approach in the management system, i.e., the training program is to be improved multimedia educational software, monographs and textbooks, methodical organization of educational process on the basis of the introduction of educational resources through the improvement of the quality of education it provides.

In this regard, the president of the republic of Uzbekistan, 2022-6 years-in July “2022-2026-years in the strategy of innovative development of the republic of Uzbekistan” on approval of № PP-165-approved the resolution. According to him, the higher education of the republic of Uzbekistan, the ministry of innovation, science and *Economic* development and poverty reduction in collaboration with leading foreign universities and the ministry of “innovation management”, “management” to develop educational programs on the directions.

Experience on the modernization of the management system of higher education institutions-testing in the organization of work proceeding from the research objectives, the following tasks were identified:

in accordance with the main trends in the field of education higher education institutions higher education operating in the pedagogical and the results of the analysis identify opportunities of students and teachers;

the trends of development of the higher education system and higher education institutions of international experience in the management of the state-based model implementation of the integrated management process and the necessary normative-legal documents preparation (teaching and research based on recommendations) and experimental testing;

a systematic approach of modernization of the system of management of higher education institution which provided the development of algorithm design and management in the sphere of applying them get the results.

Balanced the main indicators of higher education institutions on the mechanism of experimental evaluation of the effectiveness of the system and its application-test tests the final conclusions and planned on the basis of the analysis of the results. The implementation of these tasks of scientific-pedagogical observations in the process of research (surveys), tests and socio-econometric methods (questionnaire, interview) and works on the basis of the evaluation of strategic management in higher education institutions, the level of assessment of the system developed.

Experience in higher education institutions-testing in the following stage of work was established.

1. To be detected phase (2020-2021 academic year)
2. Highlighter stage (2021-2022 academic year)
3. Closing stage experience (2022-2023 academic year)

The experience of a stage to be detected (2020-2021 school year) the main purpose of the rating of higher education institutions on the basis of the regulations on the procedure for determining the criteria and their rating of learn to identify indicators from the analysis is to be made. The purpose of this implementation is the following tasks performed:

rating study and analysis of indicators;  
performance indicators to identify and distinguish them;  
the analysis of valuation methodology and its measurements;  
identification and analysis of the calculation formula for each indicator.

Stage experience Highlighters (2021-2022 academic year) the main purpose of defined indicators, valuation methodology and the calculation formula on the basis of their educational services to the institution of additional education opportunities and the introduction of effective control system was created from it. In this phase the following activities are implemented:

indicators and reflect the real opportunities for improvement have been made in the accuracy of their education;

to achieve high criteria on each indicator the indicator has been allocated;

system has been developed to calculate the electronic monitoring of education services and the rating process was applied.

The experience of a closing stage (2022-2023 academic year) the main purpose of calculation of the indicator developed in the process of electronic rating in the current year to determine the effectiveness of use of the system is. During that phase the following tasks have been completed:

the electronic system (integrated electronic management system), the current active object is defined;

the experience of education monitoring system-tested and experience-the methods of mathematical statistics were checked by test results, and conclusions issued.

The rating of higher education institutions in the closing stage of the regulations on the procedure for determining the indicator attached to full study, were analyzed.

Modernization of the management system of higher education institutions on the activities of teachers on the basis of experience-test was carried out. Thus, on the basis of modernization of higher education institutions of the management system of educational institutions, the head of the main activities of the teachers and staff paid attention to.

Modernization of higher education institutions and teachers to determine the effectiveness of the management system in order to assess the activity of high, medium and low indicators was developed.

High level – index ranking of higher education institutions for the achievement of high results and the activities of teachers and leaders are fully involved after the subscriber improve.

Medium level - the average results this rating indicators higher education institutions are involved and fully to the work of the teachers who have, after the subscriber improve performance.

Low level – low ranking of higher education institutions and teachers who participated in the index partial results achieved after the activities of the subscriber improve.

Experimental and in the control group, a total of 358 students and 450 students, was attended by the heads of UNIVERSITIES. Thus, experience-tested works was conducted in two stages. The model we developed in the first stage of the implementation and the implementation status of the previous part next in the case was held.

Quality management, information management system and the effectiveness of the system of total quality management on the basis of the importance of managing the modernization of universities, 230 (97,5%) and agree 559 votes (59%) agree that this modernization is to drive.

Not introduced in the activities of the university or has not been developed, but the results are quite different from the shows that participants of the local universities. 434 university students (16%) 816 administrative staff and students (96%) confirmed that the effectiveness of the teachers introduced the above-mentioned information.

Fergana state university and Tashkent state university of economics, the results of the survey is in a completely different way. For the respondent carried out modernization of 222 (51%) and 413 of Gulistan state university (27%) there is the voice of students. This is the main factor of modernization of higher education institutions of the management system.

The condition of the Fergana state university administrative staff, more than half (272,58%) drive in plenty of academic work, the introduction of innovation management agree.

The above observations shows that the modernization of the management system, and has a decisive importance in life. Therefore, this research work of international experience-based education means to put on the path of reforms.

Aimed at modernization of higher education institutions of the management system of scientific-research work on the experience of the students also test has achieved high results. The purpose of modernization of the management system of higher education institutions students, “education management” topic and will take on this subject were given a lesson on the results of their assessment. In the selected group programs were developed on the basis of theoretical and practical sessions were held. The first track “the governance of higher education institutions and well-being and the share of students in academic affairs” is on the topic of [4].

Gulistan state university the university management system, the majority of students and academic well-being to contribute to the cooperation between strictly agree that showed. Almost the same results Gulistan state university you can see the head of the university of demographic performance track. Fergana state university and the university of Gulistan state university students participate or less fundamental to the development of the project noted that not much interest. After the model was introduced in management system in educational institutions, work to improve the level of efficiency is shown after the subscriber. Tashkent state university of

economics affairs from the department of business management, in addition to expanded through the introduction of a model for the rest. Survey work on the effectiveness of the management of higher education institutions total 358 students, administration staff and teachers involved.

Administration, the educational process, the staff of universities in the preparation of the management system on the basis of the gradual development innovation management was recorded. The new model is mainly implemented in the management of universities developed management system. Fergana state university administrative staff in each case more than 50%, at Gulistan state university 45-50% in the range of Tashkent state economic university, while each track in the field of almost 60%. is By the administrative staff of the university Tashkent state economic modernization drive of the production of a model of school management system confirmed [5].

The administrative head of total quality management by more than 40 people while other factors of modernization of the management system approved by them respectively.

This trend is all higher education institutions, in particular, the Tashkent state economic university, Gulistan state university in Fergana state university, and shows almost the same result. The effectiveness of modernization of the system of governance of higher education institutions of all 50 universities than students from more than 40 approved administrative employees. Total quality management, the modernization of the most highly rated factor among other factors, Tashkent state university of economics 45 students from Fergana state university 48, Gulistan state university from 45 students was approved by the administrative management staff.

Thus, less approved the modernization of higher education institutions of the management system direction “the effectiveness of information management system”, Tashkent state university of economics to 40 people from Fergana state university and Gulistan state university while almost the same 42-43 leaders are confirmed. Most interestingly, the modernization of the management system of quality assurance in higher education institutions is of vital importance, it has been proven that likewise.

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