

METHODS FOR SOLVING PROBLEMATIC SITUATIONS IN HIGHER EDUCATION MANAGEMENT

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Abstract

Higher education institutions are pivotal in advancing society's scientific, cultural, and economic progress. They not only equip students with contemporary knowledge but also contribute to the dissemination of progressive ideas and societal values. Nonetheless, the management of higher education faces a variety of internal and external challenges. Addressing these issues demands the adoption of contemporary management approaches and strategies, which are vital for enhancing the overall system.

Keywords: Higher education, innovative management, staff qualifications, financial resources, improving education quality, information technologies, distance education, educational system reform.

Introduction

The higher education system is a key foundation for ensuring the scientific, economic, social, and cultural development of every society. Educational institutions not only impart modern knowledge and skills to the younger generation but also play a key role in fostering a progressive mindset in society, promoting innovative scientific ideas, and driving economic growth. Simultaneously, the higher education system is undergoing global transformations, requiring continuous improvement to keep pace with the demands of rapid development. However, for the effective functioning of the educational system, it is essential to take into account not only its opportunities but also its existing problems.

Currently, one of the main problems in higher education management is the challenges arising due to internal and external factors. Challenges like limited financial resources, inadequate education quality, staff qualification issues, and delays in implementing innovations in the educational process hinder effective management. Furthermore, the ability to respond promptly to social demands and technological changes within the higher education system can be limited. All these factors reduce the efficiency of higher education management and its role in serving society.[1]

At the same time, addressing the problems within the higher education system requires the decision-making capacity of administrators, the application of innovative approaches, and the implementation of effective management strategies. The use of modern management methods and the development of scientifically-based solutions help improve education

quality and ensure the effective management of the system.[2] Analyzing the problems within the higher education system, developing solutions for them, and improving management using international experiences are necessary steps for advancing the system.

Literature Review and Methodology

Research in the field of higher education management and addressing problematic situations is also progressing in Uzbekistan. Recent scientific studies, experiences, and analyses offer valuable approaches to developing effective management mechanisms, identifying existing challenges, and providing solutions.

The first studies on higher education management in Uzbekistan began in the 1990s, but this field has seen significant progress in recent years. In his 2002 work, *Effective Management of the Higher Education System*, Qodirov analyzes various issues within the higher education system, highlighting problems such as limited financial resources, low education quality, insufficient qualifications of teaching staff, and excessive bureaucracy in management[3]. He also emphasized the need for creating an effective management structure in higher education.

The issue of staff training in Uzbekistan's higher education system is also of great importance. In a study by Jumayev (2010), methods to improve the qualifications of higher education instructors and professors, manage their scientific activities effectively, and provide quality education to students are discussed. The study highlights the need for ongoing professional development courses for faculty members, introducing modern pedagogical technologies, and applying innovative approaches to improve the quality of education.[4]

In the area of applying innovative management approaches within Uzbekistan's higher education system, the research by To'raqulov (2014) has become particularly significant. In his work, he explores the integration of information technologies and the implementation of new management methods in higher education, emphasizing their potential to enhance the efficiency and effectiveness of the system, as well as the effective management of online education and distance learning. To'raqulov's research particularly emphasizes the importance of information systems in solving problems within higher education institutions and managing them effectively.[5]

The reliance on international experiences in Uzbekistan's higher education system has been expanding. Research by Eshmuhamedov (2018) analyzes international practices to provide recommendations for improving higher education management in Uzbekistan. He examines the higher education systems of countries such as China, Singapore, and South Korea, emphasizing that their experiences can be applied in Uzbekistan[6]. According to him, in international practices, it is crucial for higher education management to be centralized and based on social demands.

Studying the issues related to bureaucratic processes in higher education management is also a pressing issue. Maqsudov (2016), in his work "*Bureaucracy and Higher Education*,"

analyzes bureaucratic barriers in higher education and calls for developing effective solutions against them. According to Maqsudov, bureaucratic obstacles significantly impede the introduction of innovative approaches in higher education, and simplifying these processes is crucial for fostering progress and adaptability within the system.

Studying methods for solving problematic situations in higher education management and implementing effective governance plays an essential role in determining the methodology, key stages, and processes of the research. The methodology of this dissertation includes a range of scientific and methodological approaches to analyzing problems in higher education management, developing solutions for them, and improving management efficiency.[7]

The main goal of the research is to identify problematic situations in higher education management, develop methods to solve them, and formulate scientifically-based recommendations to improve the management system.

Discussion and Results

In recent years, the challenges of addressing problems in higher education management and ensuring effective governance have become a major focus of both scientific and practical research. The findings from these studies play a crucial role in identifying key issues within the higher education system and in developing modern approaches to resolve them.

In Uzbekistan, the higher education management system may still be in the process of developing a stable and effective system, but the existing opportunities and scientific approaches allow for significant positive changes in this field. The main problems identified during the research include the following:

- Lack of financial resources: The lack of adequate financial resources essential for the effective operation of the higher education system has a negative impact on the quality of education. Many higher education institutions in Uzbekistan are financially limited, which, in turn, creates obstacles in improving teacher qualifications and introducing modern educational materials. Additionally, the improper distribution of financial resources and investments hinders changes within the higher education system.[8]

- Staff qualifications and training system: The issue of improving the qualifications of professors and academic staff is also critical. In many higher education institutions in Uzbekistan, the system of professional development for faculty members is not clearly and effectively organized. The qualifications of teachers remain an important factor in implementing modern pedagogical technologies and innovative approaches. Continuous professional development courses for teachers and engagement in studying new educational methodologies are necessary.

- Bureaucracy and management barriers: The existence of bureaucratic processes and delays in decision-making negatively impact the efficiency of the education system[9]. Unnecessary steps in the management structure and processes that hinder the effective

implementation of governance slow down reforms in the system. To address this issue, it is crucial to simplify management and accelerate decision-making processes.

The application of innovative management approaches and international practices in Uzbekistan's higher education system is essential. International experiences from countries such as South Korea, Singapore, and China, which have achieved high results through centralized higher education management, were studied. This experience can also be effective in Uzbekistan's higher education system.[10]

The research emphasizes the importance of expanding international cooperation and applying modern technologies in higher education. Through international cooperation, new educational methodologies can be studied and applied in Uzbekistan's higher education system. Additionally, the introduction of distance learning and information technologies can improve the quality of education.

The research also analyzed the possibilities and effectiveness of applying innovative technologies in higher education. The introduction of information technologies and distance learning can help manage the system effectively. This, in turn, will optimize educational processes and help accelerate the functioning of educational institutions.

Conclusion:

Solving problems in higher education management, improving the system, and applying new management approaches are key directions for the development of Uzbekistan's higher education system. The recommendations and scientific approaches presented in this research are significant for ensuring the effective functioning of the education system and addressing its problems.

It has been demonstrated that applying scientifically-based approaches to addressing the problems in Uzbekistan's higher education system and ensuring effective management is crucial. The recommendations and solutions developed through this research can be practically implemented to enhance the higher education system and resolve its challenges. Simplifying the management system, efficiently distributing financial resources, improving staff qualifications, and introducing innovative technologies can make Uzbekistan's higher education system competitive and of high quality.

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