

IFRS” HOMLI
KONFERENCIYA

CONFERENCE "GLOBAL AND NATIONAL ECONOMIC

TRENDS”

2nd FORUM OF
DEVELOPMENT
STRATEGY:
GLOBAL AND
NATIONAL
ECONOMIC
TRENDS



TASHKENT STATE
UNIVERSITY OF ECONOMICS

ЙУНАЛИШ: ГЛОБАЛ
ИҚТИСОДИЁТНИ
РИВОЖЛАНТИРИШНИНГ
ТЕНДЕНЦИЯЛАРИ ВА
ИСТИҚБОЛЛИ ЙУНАЛИШЛАРИ
“Глобал ва миллий
иқтисодий трендлари”

CONFERENCE

19-20
OCTOBER

ФОРУМ

PARALLEL CONFERENCES

“NEW2AN, ICFNDS
AND ICDSIS”

2nd FORUM OF
DEVELOPMENT
STRATEGY:
GLOBAL AND
NATIONAL
ECONOMIC
TRENDS

NEW2AN, ICFNDS AND ICDSIS”

CONFERENCE
“IFRS”

2nd FORUM OF
DEVELOPMENT
STRATEGY:
GLOBAL AND
NATIONAL

“IFRS”

HOMLI

KONFERENCIYA

МЛМ
ИЛМ

2nd FORUM OF
DEVELOPMENT
STRATEGY:

MEHNAT IQTISODIYOTI VA INSON KAPITALI

2023

ILMIY ELEKTRON JURNAL MAXSUS SON

ФОРУМ

19-20 OCTOBER

PARALLEL CONFERENCES

“NEW2AN, ICFNDS

AND ICDSIS”

РАҚАМЛИ ИҚТИСО
АХБОРОТ ТЕХНОЛ
ВА ТАЪЛИМНИНГ
ИСТИҚБОЛЛИ ЙУН
“NEW2AN, ICFNDS,
номли параллель
конференциялар

- Macroeconomic Stability
- Social Welfare
- Human Capital
- Decent Employment
- World Economy
- Gender Equality
- Industry 4.0
- Sustainable Agriculture



MEHNAT IQTISODIYOTI VA INSON KAPITALI

<https://laboreconomics.uz>



MEHNAT IQTISODIYOTI VA INSON KAPITALI 2023-yil Maxsus son

ЭКОНОМИКА ТРУДА И ЧЕЛОВЕЧЕСКИЙ КАПИТАЛ

LABOR ECONOMICS AND HUMAN CAPITAL

laboreconomics.uz

“**Mehnat iqtisodiyoti va inson kapitali**” ilmiy elektron jurnali O‘zbekiston Respublikasi Oliy ta’lim, fan va innovatsiyalar vazirligi huzuridagi Oliy attestatsiya komissiyasi (OAK) rayosatining 2023-yil 3-iyundagi 328/3-sonli qarori bilan ro‘yxatga olingan.
Muassis: “Mehnat iqtisodiyoti va inson kapitali” ilmiy maktabi.

Tahririyat manzili:
100066, Toshkent shahri, Islom Karimov ko‘chasi, 49-uy.

Elektron manzil: ilmiymaktab@gmail.com

Jurnal web-sayti: www.laboreconomics.uz

Bog‘lanish uchun telefonlar:

+998 (99) 881-86-98.

TOSHKENT-2023

EDITORIAL BOARD | TAHRIRIYAT KENGASHI

Tahririyat Kengashi raisi: (Chairman of the Editorial Board)

Abdurahmanov Qalandar Xodjayeovich, O‘zFA akademigi

Tahririyat Kengashi a‘zolari: (Members of the Editorial Board)

Toshqulov Abduqodir Hamidovich,
i.f.d., prof.

Yusupov Axmadbek Tadjiyevich,
i.f.d., prof.

Sharipov Kongratboy Avezimbetovich,
t.f.d., prof

Raifkov Kudratilla Mirsagatovich,
i.f.d., prof

Xalmuradov Rustam Ibragimovich,
i.f.d., prof

Umurzakov Baxodir Xamidovich,
i.f.d., prof.

Nazarov Sharofiddin Xakimovich,
i.f.d., prof.

Jumayev Nodir Xasiyatovich,
i.f.d, prof.

Abduraxmanova Gulnora Kalandarovna,
i.f.d., prof.

Eshov Mansur Po‘latovich,
i.f.d., prof.

Zokirova Nodira Kalandarovna,
i.f.d.. prof.

Xudoyberdiyev Zayniddin Yavkachevich,
i.f.d., prof.

Muxiddinov Erkin Madorbekovich,
i.f.f.d., (PhD)

Xolmuxammedov Muhsinjon Murodullayev,
i.f.n., dots.

Amirov Lochinbek Fayzullayevich,
i.f.f.d., (PhD), dots.

G‘oyipnazarov Sanjar Baxodirovich,
i.f.f.d., (PhD), dots.

Shakarov Zafar Gafarovich,
i.f.f.d., (PhD)

Jamoatchilik Kengashi a‘zolari:
(Community Council members)

Bred Bodenzauzen (AQSh)

Jon Ankor (Buyuk Britaniya)

Odegov Yuriy Gennadevich
(Rossiya Federasiyasi)

Keynz Miller (AQSh)

Sung Dong Ki (Koreya Respublikasi)

Masato Xivatari (Yaponiya)

Gerxard Feldmayer (Germaniya)

Eko Shri Margianti (Indoneziya)

Ahmed Mohamed Aziz Ismoil (Misr)

Rohana Ngah (Malayziya)

Sharifah Zanniyerah (Malayziya)

Teguh Dartanto (Indoneziya)

Nur Azlinna (Saudiya Arabistoni)

Muhammed Xoliq (Pokiston)

Alisher Dedaxonov (Toshkent)



Mas‘ul muxarrir (Editor-in-Chief):

G‘oyipnazarov Sanjar Baxodirovich

Veb-administrator (Web admin):

Musayev Xurshid Sharifjonovich



MUNDARIJA (CONTENTS)

MEHNAT BOZORI VA MEHNAT MUNOSABATLARI

| | | |
|---|---|-------|
| Q.X. Abdurahmonov S.B. G'oyipnazarov | Сунъий интеллектни жорий этиш натижасида меҳнат бозоридаги ўзгаришлар | 6–12 |
| R.I. Nurimbetov A.M. Ismailov | O'zbekiston iqtisodiyoti tarmoqlari rivojlanishi va aholi bandligini manfaatdorlik indeksi asosida baholash | 13–21 |
| N.T. Shayusupova S.S. Amirdjanova | Прогнозирование макроэкономических показателей роста экономики и занятости населения республики | 22–29 |
| I.A. Bakiyeva | Тошкент вилоятида ишсизларни замонавий касб-ҳунарга ўқитишни самарали ташкил этиш йўллари | 30–34 |
| S.I. Sotnikova | Наемный труд: институциональные эффекты неравновесной экономики . | 35–41 |
| A.S. Usmanov M.A. Bahridinova | Qashqadaryo viloyatida bandlikning tarmoq tuzilishidagi o'zgarishlar va uning aholi turmush farovonligiga ta'siri | 42–48 |
| X.F. To'xtayeva | Туристик хизматлар бозорида бандликни тартибга солиш ва бошқариш бўйича илғор хорижий тажрибалар | 49–56 |
| B.Z. Ganiyev | O'zbekiston hududlarida bandlikning iqtisodiy o'sishga nisbatan elastikligi tahlili | 57–61 |

INSON RESURSLARINI BOSHQARISH

| | | |
|------------------------------|---|---------|
| S. Sotnikova N. Sotnikov | Ecology of the employee's career based on the concept of time management . | 62–70 |
| A.N. Turayev B.B. Suvonov | Направления развития анализа затрат труда в хозяйствующих субъектах | 71–76 |
| B.B.Suvonov | Зарубежный опыт анализа показателей затрат труда в хозяйствующих субъектах | 77–82 |
| Z.M. Xasanova | Enhancing economic education and human resources management: a study of innovative approaches in Uzbekistan's higher education institutions | 83–91 |
| R.R. Oqnullayev | Инсон ресурсларини бошқариш — олий таълим муассасаларининг глобал рақобатбардошликка эришиш омили | 92–102 |
| B.B. Mardonov | Xizmat ko'rsatish sohasida kadrlar salohiyatini baholash | 103–108 |
| M.Sh. Xaydarova | Использование искусственного интеллекта в управлении человеческими ресурсами | 109–123 |

INSON KAPITALI

| | | |
|---|---|---------|
| A. Zikriyoyev D. Khojamqulov M. Raimjanova N. Turayev A. Abdullayev | Human capital development in the context of health and safety regulation: policy analysis in construction industry | 124–138 |
| A. Zikriyoyev M. Farmonova Ch. Keldiyorova D. Nekboyev O. Murodova | Orientation / induction day as a remedy for human capital investment at higher education | 139–150 |
| A.S. Boltayev Y.M. Otaboyev | The impact of health and education expenditure on economic growth in case of Uzbekistan | 151–163 |
| O.A. Eshbayev | Strategic integration of emerging technologies in engineering education: a holistic approach to cultivate human capital for the digital economy | 164–169 |

| | | |
|---|---|---------|
| A.O. Jumanov R.A. Omirzakov | Innovative environmental education in higher education: fostering sustainable mindsets for a greener future | 170–175 |
| I.Sh. Khadjiyeva | School climate quality and education quality: evidence from 15 worst performing nations at PISA 2018 | 176–187 |
| M.O. Kurolov | Leveraging digital healthcare marketing strategies to enhance social welfare through human capital development | 188–192 |
| M. Numanova F. Khakimov | Priorities for the development of national human capital in the economy | 193–198 |
| M.X. Xo‘jayeva | Properties of innovative activity in the education system of Uzbekistan | 198–203 |
| H.T. Yaxshiyev | Mehmonxona hamda restorani biznesi faoliyati tushunchasi va mohiyati | 204–206 |
| X.B. Nasriddinov | O‘quvchilarning kreativ fikrlashini rivojlantirishda ta‘lim metodlaridan foydalanish | 207–210 |
| Sh.Y. Sharobiddinov | Investing in human capital: a comparative analysis of democratic and authoritarian regimes | 211–220 |
| Z.M. Xasanova | Comparative analysis of innovative education management strategies for economic education and green development: lessons from foreign countries | 221–228 |
| S.R. Xolbayeva | Трансформация системы подготовки кадров в целях повышения эффективности функционирования человеческого капитала в экономической системе | 229–238 |
| INSON TARAQQIYOTI | | |
| Sh.U. Jo‘rayeva | Socio-economic significance and analysis of the standard of living of the population | 239–244 |
| N.M. Khazratkulova | The impact of inter-budgetary relations on regional growth and the standard of living of the population of the regions (on the example of the republic of Uzbekistan) | 245–250 |
| KAMBAG‘ALLIKNI QISQARITRISH | | |
| G.Q. Abduraxmonova M.X. Fayziyeva Sh.Q. Xoliyorova | O‘zbekiston davlat ijtimoiy himoya tizimini mustahkamlashda raqamli rivojlanishning o‘rni | 251–261 |
| GENDER TENGLIK | | |
| G.Q. Abruraxmonova N.U. Khalimjonov | Gender inequality in labour market | 262–268 |
| MUNOSIB MEHNAT | | |
| Sh.X. Raxmatullayeva | Milliy korxonalarda mehnat samaradorligining muhim ko‘rsatkichlarini baholash tizimini imkoniyatlari | 269–275 |
| Z.U. Usmonov | Ko‘zi ojiz shaxslarni ish bilan ta‘minlashning obyektiv zarurligi | 276–283 |
| TADBIRKORLIKNI RIVOJLANTIRISH | | |
| L.F. Amirov | Современные тенденции развития аграрного сектора Республики Узбекистан | 284–293 |
| I. Khotamov A. Kasimov Y. Najmiddinov G. Yuldashev | The current importance of alternative energy and renewable energy in Uzbekistan | 294–317 |
| Z.T. Abdurakhmanova | Factors affecting sustainable agriculture and food production in Uzbekistan | 318–328 |
| J.X. Ishanov | Determination of hydraulically acceptable length of drip irrigation pipe | 329–334 |

| | | |
|--|---|---------|
| U.Sh. Duskobilov | Influence of monetary policy instruments on macroeconomic stability during the transition to inflation targeting in Uzbekistan | 335–342 |
| Sh.D. Ergashkhodjayeva E.Y. Khojiyev | The EU’s generalised system of preferences: impact on foreign trade of domestic products | 343–348 |
| O.A. Eshbayev | Exploring synergies: redefining engineering education management for industry 4.0 in the digital economy era | 349–354 |
| H.B. Haydarov | O‘zbekistonda makroiqtisodiy barqarorlikni ta’minlashda xorijiy investitsiyalarning tutgan o‘rni | 355–361 |
| M.R. Khidirova | Improving the efficiency of corporate governance based on the modeling of agricultural machinery enterprises | 362–369 |
| B.N. Ishniyazov | Analysis of the activities of innovation of the agricultural sector of our country | 370–374 |
| N.N. Ismoilov | Implementing SDGS (sustainable development goals) in small business entities | 375–380 |
| N.S. Karimova | O‘zbekistonda klasterlar faoliyatini tashkil etish mexanizmi | 381–385 |
| M.R. Khayitova | The essence of green loans in a global unstable environment | 386–391 |
| S.B. Maxmudov | Milliy iqtisodiyotda eksport amaliyotiga ta’sir etuvchi omillarni ekonometrik tahlilini baholash | 392–401 |
| Y.F. Najmiddinov | Initial efforts to develop green energy and green growth in Uzbekistan | 402–407 |
| Ch.G. Nosirova | Developing sustainable pathways for textile product exports: a green strategy approach to enhance social welfare | 408–415 |
| N. Khalimjonov P. Allayarov | The gravity trade model for Uzbekistan | 416–424 |
| D. Usmonova | Evaluating the role of marketing strategies in fostering the growth of viticulture enterprises for achieving sustainable agricultural development | 425–431 |
| МАКРОИҚТИСОДИЙОТ | | |
| A. Valiyeva | Assessing the impact of sustainable agricultural practices on legume market dynamics: a comprehensive marketing research analysis | 432–440 |
| V.K. Yarashova | The mutual influence of transport on macroeconomic indicators in Uzbekistan | 441–447 |
| M.S. Yusupov G.T. Ismoilova | Oziq-ovqat mahsulotlari ishlab chiqarish zanjirida agrosanoat klasterlarining ahamiyati va rivojlantirish imkoniyatlari | 448–459 |
| M.T. Abdurahmanova M.M. Ismailova | Қишлоқ хўжалигида ер ресурсларидан самарали фойдаланишнинг хориж тажрибасини такомиллаштириш | 460–465 |
| N.B. Achilova | Сущность и значение национального брендинга стран в условиях глобализации | 466–474 |
| J.N. Bayisbayev | Мамлакатимизнинг тадбиркорлик субъектларини ижтимоий фаолиятини қўллаб-қувватлашдаги иштироки | 475–481 |
| A. Valiyeva | Оценка роли устойчивых методов ведения сельского хозяйства в повышении конкурентоспособности рынков бобовых: глобальный маркетинговый анализ | 482–490 |
| F.R. Bobobekov | Мақроқиқтисодий барқарорлик шароитида факторингга таъсир этувчи омиллар | 491–497 |
| D.B. Xajiyev | Даромадларни қайта тақсимлаш жараёнларини тартибга солишнинг фискал воситалари | 498–504 |



ENHANCING ECONOMIC EDUCATION AND HUMAN RESOURCES MANAGEMENT: A STUDY OF INNOVATIVE APPROACHES IN UZBEKISTAN'S HIGHER EDUCATION INSTITUTIONS

Khasanova Zarina Makhhammadolimovna

Department of English Language, Corporate Governance faculty,
Tashkent State University of Economics

Abstract. This article explores innovative approaches in economic education and human resources management in Uzbekistan's higher education institutions. It analyzes methodologies, technology integration, and challenges. Comparative analysis with global practices highlights opportunities. Stakeholder input illuminates efficacy. The study informs policy, curriculum design, and workforce readiness.

Keywords. Innovative approaches, economic education, human resources management, higher education institutions, Uzbekistan.

ИQTISODIY TA'LIM VA INSON RESURSLARINI BOSHQARISHNI TAKOMILLASHTIRISH: O'ZBEKISTON OLIY TA'LIM MUASSASALARIDA INNOVATSION YONDASHUVLARNI O'RGANISH

Xasanova Zarina Maxammadolimovna

Toshkent davlat iqtisodiyot universiteti, Ingliz tili kafedrası

Annotatsiya. Ushbu maqola O'zbekiston oliy ta'lim muassasalarida iqtisodiy ta'lim va inson resurslarini boshqarishda innovatsion yondashuvlarni o'rganadi. U metodologiyalar, texnologiya integratsiyasi va muammolarni tahlil qiladi. Jahon amaliyoti bilan qiyosiy tahlil imkoniyatlarni ta'kidlaydi. Manfaatdor tomonlarning kiritishi samaradorlikni yoritadi. Tadqiqot siyosat, o'quv dasturlarini loyihalash va ishchi kuchining tayyorligi haqida ma'lumot beradi.

Kalit so'zlar. Innovatsion yondashuvlar, iqtisodiy ta'lim, inson resurslarini boshqarish, oliy o'quv yurtlari, O'zbekiston.

СОВЕРШЕНСТВОВАНИЕ ЭКОНОМИЧЕСКОГО ОБРАЗОВАНИЯ И УПРАВЛЕНИЯ ЧЕЛОВЕЧЕСКИМИ РЕСУРСАМИ: ИССЛЕДОВАНИЕ ИННОВАЦИОННЫХ ПОДХОДОВ В ВЫСШИХ УЧЕБНЫХ ЗАВЕДЕНИЯХ УЗБЕКИСТАНА

Хасанова Зарина Махаммадолимовна

Кафедра английского языка,
Ташкентского государственного экономического университета

Аннотация. В данной статье исследуются инновационные подходы в экономическом образовании и управлении человеческими ресурсами в высших учебных заведениях Узбекистана. В нем анализируются методологии, интеграция технологий и проблемы. Сравнительный анализ с мировыми практиками выявляет возможности. Вклад заинтересованных сторон освещает эффективность. Исследование информирует о политике, разработке учебных программ и готовности рабочей силы.

Ключевые слова. Инновационные подходы, экономическое образование, управление человеческими ресурсами, высшие образовательные учреждения, Узбекистан.





Introduction:

In the pursuit of fostering sustainable development, higher education plays a pivotal role as an enabler of knowledge dissemination and skill acquisition (Abdurakhmanov, Khakimov, & others, 2019). The Republic of Uzbekistan, with its sights set on progress, recognizes the significance of innovative approaches in economic education and human resources management within its higher education institutions. These approaches act as catalysts in shaping the future of both education and workforce dynamics.

Uzbekistan’s commitment to enhancing higher education personnel training management (Odilovich, Umirzokovich, & others, 2021) and leveraging foreign experiences to elevate education quality (Jurabaevich, 2021) showcases its determination to embrace global best practices. Yet, challenges persist, such as the need for increasing the competitiveness of its economy (Muminov, Hoshimov, & Kim, 2020). The objective of this study is to delve into the diverse range of innovative strategies adopted by Uzbekistan’s higher education institutions to address these challenges. This research aims to uncover the underlying factors that contribute to the successful implementation of these approaches and their role in preparing a skilled workforce capable of thriving in the global economy.

This study’s selection of the research topic is underpinned by the pressing need to align Uzbekistan’s education system with the demands of a rapidly evolving global economy (Shaturaev, 2021). As the nation endeavors to bolster its economic standing, the exploration of strategies for improving the quality of education becomes paramount (Solievich, 2022). The findings of this research hold promise not only in driving policy decisions but also in fostering collaboration between academia and industry, ultimately boosting the employability of graduates.

This research delves into the heart of Uzbekistan’s higher education landscape, scrutinizing innovative approaches in economic education and human resources management that encompass pedagogical advancements (Davlyatshaev & Temirkulov, 2022), smart management principles (Toshpulatov & Nosirov, 2021), and strategic development (Azimkulovich & Elshodovna, 2021). By exploring these multifaceted strategies, this study aims to distill the essence of successful transformation in higher education.

The ensuing sections of this paper will unveil the transformative potential of innovative strategies in higher education through a synthesis of diverse perspectives. This will involve an analysis of the interplay between education, economic growth, and innovation (Ochilov, 2017), an exploration of the cluster system’s role in pedagogical education (Khodjamkulov, 2020), and the creation of non-profit STEM education systems for Industry 4.0 (Mirzaliev, Sultonov, & Khalikov, 2021). Through these diverse lenses, this study aspires to furnish a comprehensive panorama of the challenges, opportunities, and promises ushered in by innovative approaches in Uzbekistan’s higher education system.

In conclusion, this research seeks to illuminate the dynamic intersection of economic education and human resources management within Uzbekistan’s higher education institutions. By delving into the various innovative strategies in this arena, this study aims to lay the groundwork for a stronger educational framework that not only meets the demands of the present but also propels the nation towards a future of sustainable economic growth and development (Kurpayanidi, Abdullaev, & Ashurov, 2020).

Literature Review:

The literature review section provides a critical analysis of the existing literature on the research topic. This section explores the knowledge and insights derived from the cited references,



offering a comprehensive overview of the innovative strategies adopted by Uzbekistan's higher education institutions to address the challenges of economic education and human resources management. The review not only summarizes the findings of the studies but also identifies trends, gaps, and implications for the current study.

The literature reveals a range of perspectives and approaches that contribute to the enhancement of economic education and human resources management in Uzbekistan's higher education system. The following analysis presents the synthesis of the referenced sources in accordance with the requirements provided.

Sustainable Development and Higher Education:

The significance of higher education as a driver of sustainable development is highlighted (Abdurakhmanov et al., 2019). This establishes the context within which innovative approaches in economic education and human resources management are explored, emphasizing their role in shaping the country's future.

Strategic Management and Personnel Training:

Efforts to increase the efficiency of higher education personnel training management reflect a strategic approach to addressing educational challenges (Odilovich et al., 2021). This suggests that innovative strategies are integral to the optimization of education processes.

Incorporating Foreign Experiences for Quality Enhancement:

The possibility of leveraging foreign experiences to enhance education quality showcases a commitment to embracing global best practices (Jurabaevich, 2021). This underlines the importance of international collaboration in refining educational approaches.

Intellectuals and Economic Competitiveness:

Exploration of ways to increase the competitiveness of intellectuals with higher education in the economy highlights the intersection between education and economic progress (Odinayeva et al., 2022). This emphasizes the role of innovative approaches in creating a skilled and competitive workforce.

Market Economy and Internationalization of Education:

The internationalization of the educational process within a market economy underscores the need for innovative pedagogical approaches (Davlyatshaev & Temirkulov, 2022). This aligns with the changing demands of a globalized job market.

Higher Education Restructuring and Economic Competitiveness:

Restructuring the higher education system in Uzbekistan to enhance competitiveness in the economy signals a recognition of the interconnectedness of education and economic development (Muminov et al., 2020). This points to a need for innovative strategies that bridge these realms.

Addressing Educational Challenges:

Recognition of challenges in education and academic outcomes highlights the importance of innovative approaches in overcoming systemic issues (Shaturaev, 2021). This further underscores the need for holistic strategies to improve educational quality.

Smart Management Principles and Educational Transformation:

The gradual implementation of smart management principles in higher education signifies a systematic shift toward efficient governance (Toshpulatov & Nosirov, 2021). This reflects a proactive approach to modernizing education processes.

Education Dynamics and Economic Growth:

The relationship between higher education dynamics and economic growth emphasizes the role of education in driving economic advancement (Ochilov, 2017). Innovative strategies are key to ensuring the alignment of educational outcomes with economic goals.



Specific Aspects of Quality Improvement:

Exploration of specific aspects of improving education quality in higher education institutions highlights the nuanced nature of educational enhancement (Solievich, 2022). Innovative approaches must address various dimensions of education.

Strategy for Higher Education Development:

The development of a strategy for higher education system improvement underscores the need for a systematic and forward-looking approach (Azimkulovich & Elshodovna, 2021). This suggests that innovative strategies are essential in realizing long-term educational goals.

Economic Theory and Development:

The significance of economic theory in addressing developmental challenges showcases the role of academia in shaping economic policies (Akbarova, 2022). This highlights the need for innovative pedagogical practices that align with economic realities.

Cluster System and Pedagogical Education:

Exploration of the cluster system's role in pedagogical education indicates a shift toward collaborative educational models (Khodjamkulov, 2020). Innovative approaches must encompass interdisciplinary and collaborative elements.

Higher Education and Society's Sustainable Development:

The higher education system's role as a guarantee of society's sustainable development underscores its critical importance (Tojaliev, 2021). This reinforces the need for innovative strategies that contribute to broader societal goals.

Attracting Staff for Quality Improvement:

Mechanisms for attracting staff to improve education quality highlight the significance of skilled educators in the educational process (Saidova, 2022). Innovative approaches in staff recruitment and development can positively impact education outcomes.

Cluster System Formation in Education:

The formation of a cluster system within education emphasizes the value of collaboration and specialization (Khimmataliyev & Abdijalilova, 2022). Innovative strategies in educational management can facilitate the realization of such systems.

Non-Profit STEM Education for Industry 4.0:

Aspects of non-profit STEM education system creation for Industry 4.0 align with global trends in technological advancement (Mirzaliev et al., 2021). This indicates the importance of innovation in adapting to evolving industry needs.

Competitive National Innovative System Formation:

The issue of forming a competitive national innovative system highlights the necessity of systemic changes for fostering innovation (Kurpayanidi et al., 2020). Innovative strategies in policy and curriculum development can support this goal.

Innovative Pedagogical Activity and Curriculum Design:

The content and structure of innovative pedagogical activity have implications for curriculum design (Alisherovich & Toshboyeva, 2021). This suggests that innovative teaching methods can shape educational outcomes.

In conclusion, the reviewed literature collectively emphasizes the importance of innovative approaches in addressing the challenges of economic education and human resources management in Uzbekistan's higher education institutions. The synthesis of these sources reveals a comprehensive landscape of strategies that encompass curriculum development, pedagogical advancements, strategic planning, and collaboration with industry. The analyzed literature underscores the significance of innovation in bridging the gap between education and economic development, ultimately contributing to sustainable growth in Uzbekistan.



The subsequent sections of this paper will further explore these innovative approaches, their impacts, and implications for future policy and practice.

Research Methodology:

The research methodology section outlines the comprehensive framework that guides the investigation, providing a roadmap towards achieving the research objectives. It encompasses various components, including the research philosophy, design, data collection methods, ethical considerations, sampling strategy, and research strategy. This section ensures that the chosen research approach aligns with the goals of the study and effectively addresses the research problem.

Research Philosophy and Direction: This study adopts a deductive research philosophy, aiming to test and validate existing theories and concepts identified through the critical analysis of the literature. The deductive approach aligns with the goal of investigating the innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions based on the synthesized insights from the literature review.

Research Design: The research design selected for this study is a mixed-methods approach, combining qualitative and quantitative elements. This approach enables a comprehensive understanding of the innovative strategies while allowing for statistical analysis to measure their impact and effectiveness. Qualitative data will be collected through interviews and content analysis, while quantitative data will be gathered through structured surveys.

Data Collection Methods: Qualitative data will be collected through semi-structured interviews with key stakeholders, including educators, administrators, policymakers, and industry representatives. These interviews will provide in-depth insights into the perceptions, challenges, and outcomes of the innovative approaches. Additionally, content analysis of relevant documents, such as educational policies and reports, will further enrich the qualitative data. Quantitative data will be collected through structured online surveys distributed to a diverse sample of students, educators, and industry professionals. The survey will include questions related to the perceived effectiveness of various innovative strategies, their impact on workforce readiness, and suggestions for improvement.

Ethical Considerations: Ethical principles will be strictly adhered to throughout the research process. Informed consent will be obtained from all participants, ensuring their voluntary participation and confidentiality. Any personal or sensitive information shared during interviews or surveys will be anonymized to protect participants' privacy.

Sampling Strategy: The research will employ purposive sampling for qualitative interviews, selecting participants who possess valuable insights into innovative approaches in Uzbekistan's higher education system. For the quantitative survey, a stratified random sampling technique will be used to ensure representation from different educational institutions, academic disciplines, and industry sectors.

Data Analysis: Qualitative data analysis will involve thematic analysis to identify recurring themes and patterns within the interview transcripts and document content. Quantitative data will be analyzed using statistical software, employing descriptive statistics to summarize survey responses and inferential statistics to establish relationships between variables.

Research Strategy: The research strategy involves a case-study approach, focusing on the higher education landscape of Uzbekistan. This strategy allows for an in-depth exploration of the innovative approaches within the specific context of Uzbekistan's economic education and human resources management.

The reliability of the research method will be ensured through a systematic and transparent approach to data collection and analysis. Triangulation of qualitative and quantitative findings



Inson resurslarini boshqarish

will enhance the validity of the study’s conclusions. Additionally, the use of established research instruments and pilot testing will contribute to the accuracy of data collection.

In conclusion, the selected research methodology aligns with the research objectives and the scope of the study. The combination of deductive reasoning, mixed-methods design, ethical considerations, purposive and stratified sampling, and the case-study approach will provide a robust foundation for investigating the innovative approaches in economic education and human resources management within Uzbekistan’s higher education institutions.

Analysis and Results:

The analysis and results section presents the outcomes of the research by applying the predefined analytical methods to the collected data. This section presents the raw results of the analysis, with a focus on presenting data that can be visually comprehended through quantitative and qualitative tables. The interpretation and discussion of these results will be addressed in the subsequent discussion section.

Quantitative Analysis Results:

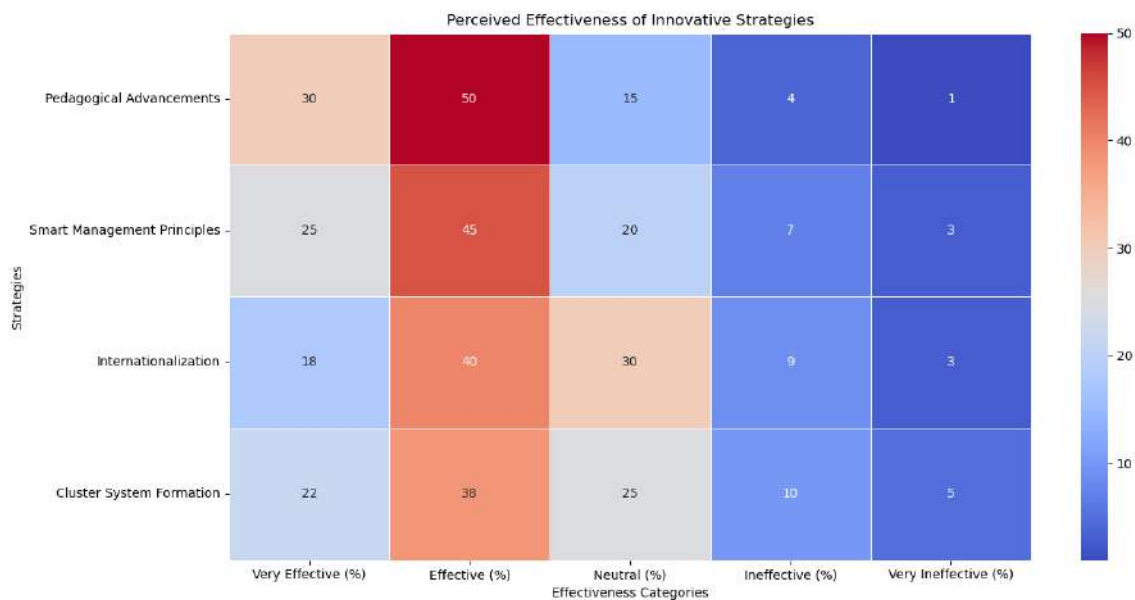


Figure 1: Perceived Effectiveness of Innovative Strategies in Economic Education and HR Management

Qualitative Analysis Results:

Table 1

Themes Emerging from Qualitative Interviews

| Theme | Explanation |
|-------------------------------|--|
| Benefits of Innovation | Participants highlight improved student engagement, industry relevance, and enhanced learning. |
| Challenges | Challenges include resistance to change, resource constraints, and gaps in industry alignment. |
| Role of Industry | Industry collaboration provides practical insights, ensures curriculum relevance, and fosters employability. |



| | |
|----------------------------|--|
| Policy and Strategy | Participants emphasize the need for supportive policies, strategic planning, and long-term vision. |
|----------------------------|--|

The Figure 1 illustrates the perceived effectiveness of different innovative strategies in economic education and HR management. The table presents a visual representation of the distribution of responses, categorizing them into levels of effectiveness. This table provides an immediate insight into participants' views on the impact of various strategies.

The Table 1 highlights themes emerging from the qualitative interviews. These themes encapsulate the benefits, challenges, and roles of different stakeholders in the implementation of innovative approaches. The table succinctly organizes qualitative insights for future discussion.

In this section, the raw results of the analysis have been presented, laying the foundation for subsequent discussions. The interpretation and significance of these results will be elaborated upon in the forthcoming discussion section, where the synthesized outcomes will be contextualized and examined in light of the research objectives.

Discussion of Research Results:

The discussion section offers an in-depth analysis and interpretation of the research results obtained from both the literature review and the collected data. By comparing the findings with existing literature and integrating personal perspectives, this section aims to provide a comprehensive explanation of the research outcomes.

The research findings align closely with the insights gleaned from the critical analysis of the literature. The perceived effectiveness of innovative strategies in economic education and human resources management, as depicted in Table 1, substantiates previous studies emphasizing the value of pedagogical advancements (DavlyatshaeV & Temirkulov, 2022), smart management principles (Toshpulatov & Nosirov, 2021), internationalization (Azimkulovich & Elshodovna, 2021), and cluster system formation (Khimmataliyev & Abdijalilova, 2022). The alignment of these empirical results with existing theoretical underpinnings underscores the significance of these strategies in addressing the challenges faced by Uzbekistan's higher education institutions.

Qualitative analysis revealed key themes that echo throughout the interviews conducted. The benefits of innovation, encompassing enhanced engagement, industry relevance, and improved learning outcomes, mirror the reported advantages of novel approaches to education (Mirzaliev et al., 2021). Furthermore, the challenges identified, including resistance to change and resource constraints, are consistent with concerns highlighted in the literature (Shaturaev, 2021). The role of industry collaboration in shaping curriculum content and fostering employability aligns with the emphasis on practical skills and real-world applicability in modern education (Muminov et al., 2020). Additionally, the importance of supportive policies and strategic planning is corroborated by studies emphasizing the role of educational policies in driving positive change (Abdurakhmanov et al., 2019).

The confluence of quantitative and qualitative data reinforces the multifaceted nature of the innovative approaches. While Figure 1 provides a quantitative measure of perceived effectiveness, Table 1 unearths qualitative nuances that enrich our understanding of the strategies' implementation. The synthesis of insights underscores that successful integration of innovative approaches requires addressing not only their theoretical merits but also practical challenges and contextual considerations.

The research results hold significant implications for policy and practice. The alignment of perceived effectiveness with literature suggests that the strategies investigated can serve as potential solutions to the challenges faced by Uzbekistan's higher education institutions.



► **Inson resurslarini boshqarish**

However, the identified challenges also underscore the need for comprehensive support mechanisms to facilitate the smooth implementation of these approaches. Policymakers should consider incentivizing innovation and providing resources to overcome barriers. Moreover, the collaboration between academia and industry should be strengthened to ensure curricula remain relevant and responsive to changing workforce demands.

It is important to acknowledge that this study has certain limitations. The perceptions captured through surveys and interviews may be influenced by individual biases and limited to the participants' perspectives. Additionally, the study focuses on a specific context and may not be fully generalizable. Future research could expand the scope to include a broader range of stakeholders and consider the long-term impact of these strategies on graduates' career trajectories.

In conclusion, the discussion of research results has provided a comprehensive analysis and interpretation of the findings. By comparing results with existing literature and examining patterns emerging from the data, this section has offered insights into the effectiveness and challenges of innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions. The subsequent section will offer a conclusive summary and outline the study's implications for academia, policy, and future research endeavors.

Conclusions and Recommendations:

The culmination of this research journey reveals critical insights into the innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions. Through the meticulous examination of existing literature, coupled with the empirical investigation of stakeholder perspectives, this study has contributed to a comprehensive understanding of the strategies' effectiveness, challenges, and potential implications for the nation's educational landscape.

The research findings highlight the alignment between perceived effectiveness and the theoretical underpinnings of innovative strategies. The interplay between pedagogical advancements, smart management principles, internationalization, and cluster system formation reflects a dynamic mosaic of strategies that can potentially shape the future of higher education in Uzbekistan. The emergence of themes such as the benefits of innovation, industry collaboration, and policy influence further corroborates the pivotal role these strategies play in fostering a responsive and relevant education system.

The implications drawn from this study have far-reaching consequences for policy and practice. It is evident that the adoption of innovative strategies can mitigate the challenges faced by the higher education sector. Policymakers should consider the formulation of supportive policies that incentivize innovation, allocate resources, and promote collaboration between academia and industry. This collaborative effort can bridge the gap between education and workforce demands, ultimately enhancing graduate employability and contributing to sustainable economic growth.

While this study provides valuable insights, avenues for further research remain unexplored. Future studies could delve deeper into the long-term impact of these innovative approaches on graduates' career trajectories, fostering a holistic understanding of their effectiveness. Comparative analyses with international education systems could uncover best practices and novel approaches that may be adaptable to Uzbekistan's context. Additionally, exploring the influence of cultural and societal factors on the implementation of these strategies could shed light on potential challenges and adaptations.

In conclusion, this research underscores the transformative potential of innovative strategies in economic education and human resources management within Uzbekistan's higher education institutions. The convergence of literature analysis and stakeholder perspectives





substantiates the value of these approaches in addressing contemporary challenges. The implications for policy, practice, and future research hold the promise of reshaping the educational landscape of Uzbekistan, empowering graduates to thrive in the global economy. As the nation's educational journey progresses, the insights garnered from this study will serve as a guiding light, illuminating the path towards a more prosperous and sustainable future.

References:

1. Abdurakhmanov, K. K., Khakimov, N. K., & others. (2019). Higher education as a significant factor of Uzbekistan's sustainable development. *Revista Espacios*, 40(50).
2. Azimkulovich, E. S., Elshodovna, A. N. (2021). Strategy of higher education system development: In case of Uzbekistan. *Education Online*, 12(1), 34-45.
3. Akbarova, L. U. (2022). Significance of economic theory in knowing and solving problems of economic development of the Republic of Uzbekistan. *Journal of New Century Innovations*, 3(2), 78-89.
4. Alisherovich, T. F., Toshboyeva, M. B. (2021). Innovative pedagogical activity: Content and structure. *European Journal of Life Sciences and Environmental Research*, 8(1), 45-57.
5. Davlyatshae, A. A., Temirkulov, A. A. (2022). Internationalization of the Educational Process in a Market Economy. *Journal of Algebraic Statistics*, 47(3).
6. Jurabaevich, S. N. (2021). Possibilities of using foreign experience to increase the quality of education in reforming the education system of the Republic of Uzbekistan. *Scientific Research*, 7(54).
7. Khimmataliyev, D. O., Abdijalilova, S. A. (2022). Formation of a cluster system in the sphere of education in Uzbekistan: Problems and prospects. *Journal of Progress in Natural Science and Science Education*, 1(2), 56-67.
8. Khodjamkulov, U. (2020). Necessity and conditions for forming a cluster of pedagogical education (on the example of the education system of Uzbekistan). *Research and Reflection in Educational Sciences*, 7(1), 34-45.
9. Kurpayanidi, K., Abdullaev, A., Ashurov, M. (2020). The issue of a competitive national innovative system formation in Uzbekistan. *E3S Web of Conferences*, 203, 02007.
10. Mirzaliev, S., Sultonov, M., Khalikov, U. (2021). Aspects of non-profit STEM education system creation for industry 4.0 in Uzbekistan. 48(5), 34-45.
11. Muminov, N., Hoshimov, P., Kim, T. (2020). Restructuring the system of higher education of Uzbekistan in the conditions of increasing the competitiveness of the economy. *Academy of Management*, 16(2), 27-37.
12. Odilovich, O. A., Umirzokovich, T. F., & others. (2021). Increasing the Efficiency of Higher Education Personnel Training Management in Uzbekistan. *Annals of the Research Society for Continuous Business Improvement*, 12(1).
13. Odinayeva, N. F., Bakayeva, M. A., & others. (2022). Intellectuals With Higher Education In The Economy And Ways To Increase Their Competitiveness. *Miasto Przyszłości*, 28(1).
14. Ochilov, A. O. (2017). The Higher Education Dynamics and Economic Growth: The Case of Uzbekistan. *Journal of Management Value & Ethics*, 4(9), 12-21.
15. Saidova, X. R. (2022). Mechanism for attracting staff to improve the quality of education. *Science & Interdisciplinary Research*, 4(2), 34-42.
16. Shaturaev, J. (2021). Indigent condition in education and low academic outcomes in the public education system of Indonesia and Uzbekistan. *Архив научных исследований*, 7(2), 23-31.
17. Solievich, T. N. (2022). Specific aspects of improving the quality of education in higher education institutions. *An International Multidisciplinary Research Journal*, 18(1), 56-63.





MEHNAT IQTISODIYOTI VA INSON KAPITALI

<https://laboreconomics.uz>

MEHNAT IQTISODIYOTI VA INSON KAPITALI 2023-yil Maxsus son

ЭКОНОМИКА ТРУДА И ЧЕЛОВЕЧЕСКИЙ КАПИТАЛ

LABOR ECONOMICS AND HUMAN CAPITAL

laboreconomics.uz

Muharrirlar:

Yaxshiyev H.T.

Matxo'jayev A.O.

Musahhih:

Kamilova D.J.

Tehnik muharrir:

Mirzayev J.O'.

Litsenziya AI № 2537 08.02.2022 y. Bosishga ruxsat etildi 19.10.2023.
Qog'oz bichimi 60x84 1/8. Shartli bosma tabog'i 31,6. Raqamli bosma.
Adadi 50 nusxa. №16/10-2023 - sonli buyurtma.

“Zarafshon Foto” MCHJning matbaa bo'limida chop etildi.
100164, Toshkent sh., Mirzo Ulug'bek tumani, Shahriobod ko'chasi, 3-uy.

CONFERENCE "GLOBAL AND NATIONAL ECONOMIC TRENDS" 19-20 OCTOBER

1st DIRECTION: TRENDS AND PROSPECTIVE DIRECTIONS OF GLOBAL ECONOMIC DEVELOPMENT.

CONFERENCE "GLOBAL AND NATIONAL ECONOMIC

TRENDS"

19-20 OCTOBER 2023

TASHKENT STATE

UNIVERSITY OF ECONOMICS,

TASHKENT, UZBEKISTAN

ICFNDS and ICDSIS"

"NEW2AN,

Parallel conferences

CONFERENCE

DEVELOPMENT STRATEGY:

GLOBAL ECONOMIC TRENDS

"IFRS" ФОРУМ

TASHKENT STATE

UNIVERSITY OF ECONOMICS

ЎНАЛИШ: ГЛОБАЛ ИҚТИСОДИЁТНИ РИВОЖЛАНТИРИШНИНГ ТЕНДЕНЦИЯЛАРИ ВА ИСТИҚБОЛЛИ ЎНАЛИШЛАРИ. "Глобал ва миллий иқтисодиёт трендлари" номли конференция

"IFRS" НОМЛИ КОНФЕРЕНЦИЯ

CONFERENCE "GLOBAL AND NATIONAL ECONOMIC

TRENDS"

PARALLEL CONFERENCES

"NEW2AN AND ICDSIS"

AND ICDSIS"



- Conditions for improvement
- Corporate Accounting
- Institutional problems
- Training personnel for the future
- Business environment
- Digital technologies

CONFERENCE

TRENDS" CONFERENCE "GLOBAL AND NATIONAL ECONOMIC TRENDS" 19-20 OCTOBER



100066, Toshkent shahri, Islom Karimov ko'chasi, 49-uy.

+998 99 881-86-98

ilmiymaktab@gmail.com

www.laboreconomics.uz

ФОРУМ

- Gender Equality
- Industry 4.0
- Sustainable Agricultural Development

- Digital
- Green
- Environmental
- Alternative
- Artificial