



IMPROVING THE SYSTEM OF MATERIAL REWARDING EMPLOYEES OF EDUCATIONAL INSTITUTIONS

Isxakova S. A.

SamIES "Digital Economy"
Acting Associate Professor (PhD)

Article history:	Abstract:
Received: 1 st December 2021 Accepted: 5 th January 2022 Published: 15 th February 2022	This article examines the effectiveness of the system of remuneration of professors and teachers of higher education institutions and develops scientific recommendations for improving the system of incentives for their work.
Keywords: Higher education, labor motivation, wages, wage system, incentives, basic salary, GDP per capita, national income, quantity and quality of labor, creative labor, innovative economy.	

Today, in the context of the formation of an innovative economy, the problem of setting a reasonable amount of wages for employees engaged in education from a social point of view is important, because the transition to a new quality of competitive innovation economy depends on their work. It will be difficult for highly qualified professionals, scientists to find their place among the highly developed countries to achieve income in our economy without applying an effective system of motivation and inspiring them to highly productive and quality work.

In Uzbekistan, the government is focusing on improving the system of salaries for education workers, and a number of measures have been taken in this regard. In particular, from 2020, up to 60% of the monthly salary of Doctors of Science with a high result in research, up to 30% of the salary for candidates of PhD or equivalent (in foreign countries). system, introduced regulations on the procedure for additional payment to employees with academic degrees engaged in scientific, scientific-pedagogical and labor activities in state organizations in the field of science and education. Based on the statistics, it is safe to say that in the context of large-scale economic reforms in the country, the salaries of professors and researchers have increased significantly in recent years, if we compare it with previous periods of independence. However, if we compare the average earnings of scientists in Uzbekistan with the earnings of scientists in foreign countries, which are leaders in socio-economic development and innovation, we can be sure that the situation is not commendable. The President of the Republic of Uzbekistan Sh.M.Mirziyoev noted that "at a time when the economy is developing rapidly, it is unfortunate that the higher education system, instead of being a locomotive of development, does not keep pace with the times." However, international experience shows that for every US dollar spent on higher

education in developed countries, the state will ultimately benefit by six US dollars.

In this regard, the problem of adapting the mechanism of income generation in higher education to the principle of training qualified personnel, activating the factors that stimulate creative work and the full use of the potential of each employee and improving the mechanism of remuneration of employees of higher education institutions is urgent. remains.

The introduction of basic salaries in higher education institutions has made it possible to overcome a number of shortcomings inherent in the previously used Unified Tariff System. The correlation between the performance of professors and their income in the form of their salaries has increased to some extent. However, the introduction of basic salaries did not allow to radically improve the quality of educational services through the mechanism of formation of teachers' salaries, to solve the problem of ensuring the effectiveness of research activities.

In our opinion, one of the most serious shortcomings of this system is that its introduction did not ensure that the wages of workers in the sector are higher than the wages of those employed in other sectors of the national economy. In our opinion, the salary incomes of workers in the field of science and education should not be less than other sectors and industries of the national economy, and if possible higher than them. However, the results of empirical analysis show that the situation in Uzbekistan is not very good. In 2020, the average salary of employees in the field of education amounted to 72.0% of the average salary of employees in the trade sector, 45.1% in the field of communications and information, and only 31.8% in the field of finance and insurance. In our opinion, this situation is completely inconsistent with the idea of making education a key driver of national economic development.



The results of the analysis show that the average salary of education workers in Uzbekistan is 22.8% of the average salary of employees in the services sector, 40.0% of trade and catering, 50.8% of communication and information services, and about 2.4 times lower than in the financial services sector. At the same time, in Germany, the average salary of employees in this sector is 17.4% higher than in trade and catering, 12.0% higher than in the public services, and 9.0% higher than the average wage in the economy as a whole.

In our opinion, the following is necessary for serious innovative development in the field of education:

- first, the development of a system of remuneration of labor, taking into account the complexity of the work performed, the amount and quality of work performed, the system of financial incentives for professors and teachers of higher education institutions in modern conditions;
- second, the introduction of a motivational mechanism based on an objective upper limit of wages for all employees in the field of education;
- third, labor standardization on the basis of international standards; fourth, to introduce effective methods and ways of motivating employees in the field of education.

Improving the system of remuneration of professors and teachers of higher education institutions should be based on the following criteria:

1. stratification of salaries according to academic degree;
2. linking the base salary established for each position to the length of service;
3. Assess the intensity and effectiveness of the work of professors and teachers;
4. mechanism of compensation payments;
5. social payments.

In view of the above, it is recommended to form a system of remuneration of professors and teachers of higher education institutions on the basis of three components: basic salaries, bonuses and incentive payments at the end of the year.

Thus, the creation of a fair system of motivating the work of education workers, on the one hand, will radically improve the quality of education, create real opportunities to solve the problems of rapid

development of science, and on the other hand bring teachers' salaries closer to developed countries.

REFERENCES:

1. Mirziyoev Sh.M. Speech at the meeting on "Further development of higher education, improving the quality of training, expanding the integration of science and industry." October 24, 2018.
2. Resolution of the Cabinet of Ministers "On the procedure for additional payment to employees with academic degrees engaged in scientific, scientific-pedagogical and labor activities in state organizations in the field of science and education." December 25, 2019. <https://kun.uz/news/2019/12/25>.
3. Shchetinin V.P., Khromenkov N.A., Ryabushkin B.S. Economics of education. - M.: Ros. Agency, 1998. - P. 88-89.
4. Annual statistical collections of the Republic of Uzbekistan. Official site of the State Statistics Committee of the Republic of Uzbekistan. Access: www.stat.uz.
5. <https://www.pravmir.ru/skolko-stoit-professor/>
6. Мухаммедов М. М., Исхакова С. А. Антикоррупционная политика – центральное звено широкомасштабных реформ Узбекистана // Проблемы современной науки и образования. – 2020. – №. 4-1 (149). – С. 35-40.
7. Murodovna M. Z., Farkhodovich M. S. FACTORS INFLUENCING THE EFFICIENCY OF INVESTMENT RESOURCES IN TOURISM // ResearchJet Journal of Analysis and Inventions. – 2021. – Т. 2. – №. 08. – С. 1-5.
8. Farkhodovich M. S. VENTURE INVESTMENT AND PROSPECTS FOR ITS APPLICATION IN THE DEVELOPMENT OF THE COUNTRY // Innovative Technologica: Methodical Research Journal. – 2021. – Т. 2. – №. 07. – С. 49-52.
9. Исхакова С. А. Анализ эффективности механизма формирования доходов работников сферы образовательных услуг // Theoretical & Applied Science. – 2018. – №. 2. – С. 199-204.
10. Murodovna M. Z., Farkhodovich M. S. TRANSACTION COSTS AND ECONOMIC EFFICIENCY // YANGI O'ZBEKISTONDA MILLIY TARAQQIYOT VA INNOVASIYALAR. – 2022. – С. 221-224.



World Economics & Finance Bulletin (WEFB)
Available Online at: <https://www.scholarexpress.net>
Vol. 7, February 2022,
ISSN: 2749-3628

11. Ayubovna I. S. POSSIBILITIES OF USE FROM THE POWER OF ENTREPRENEURSHIP IN THE DEVELOPMENT OF SERVICES //Berlin Studies Transnational Journal of Science and Humanities. – 2021. – T. 1. – №. 1.1 Economical sciences.