



IMPROVING THE SYSTEM OF FINANCIAL INCENTIVES FOR STAFF OF EDUCATIONAL INSTITUTIONS

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Abstract: This article examines the effectiveness of the system of remuneration for the work of professors and teachers of higher education institutions and develops scientific recommendations for improving the system of stimulating their work.

Key words: higher education, labor motivation, wages, wage system, incentives, basic salary, GDP per capita, national income, quantity and quality of labor, creative labor, innovative economy.

Currently, in the conditions of the formation of the innovative economy, the problem of determining the reasonable amount of wages of workers employed in the field of education from the point of view of society is becoming important, because the transition to a new quality of the competitive innovative economy depends on their work. Without applying an effective system of motivation for highly qualified specialists and scientists and without inspiring them to work with high productivity and quality, it will be difficult for us to gain income in our economy and find our place among highly developed countries.

In Uzbekistan, the issue of improving the salary system of education workers is in the center of attention of the government, and a number of measures have been taken in this regard. In particular, starting from 2020, a raise of up to 60% of the monthly salary of doctors of science (Doctor of Science) who have achieved high results in scientific research work, up to 30% of the salary of persons with a scientific degree of candidate of science or doctor of philosophy (PhD) (or equivalent degrees

in foreign countries) system was introduced, the regulation on the procedure for paying additional remuneration to employees with scientific degrees engaged in scientific, scientific-pedagogical and labor activities in state organizations in the field of science and education was approved. Based on statistical figures, it can be said with confidence that the salaries of professors and academic staff have increased significantly in recent years, if we compare them to the previous periods of independence, within the framework of large-scale economic reforms implemented in the country.

However, if we compare the average salary income of Uzbekistan's scientific staff with the salary income of scientific staff of foreign countries, which are leaders in socio-economic development and have developed innovative activities, we can be sure that the situation is not good enough to boast about. The President of the Republic of Uzbekistan, Sh. M. Mirziyoev, said that "it is a pity that the higher education system, instead of being a locomotive of development, does not keep up with the times while the economy is developing rapidly." However, it is known from international experience that in developed countries, for one US dollar spent on the higher education system, the state will ultimately benefit in the amount of six US dollars.

In this regard, the problem of adapting the mechanism of income formation of employees employed in the field of higher education to the principle of training qualified employees, activating factors stimulating creative work and fully utilizing the labor potential of each employee, and improving the mechanism of remuneration for the work of employees of higher education institutions is urgent. remains.

The introduction of basic salaries in higher education institutions made it possible to eliminate a number of shortcomings inherent in the Unified Tariff System used before it. The correlation between the work results of professors and their income in the form of salary has increased to a certain extent. However, the introduction of basic salaries did not allow to permanently solve the problems of

increasing the quality of educational services and ensuring the efficiency of scientific research activities through the mechanism of formation of salary incomes of professors and teachers.

In our opinion, one of the most serious shortcomings of this system is that its introduction did not ensure that the wage income of the workers in the sector was higher than the wage income of those employed in other sectors of the national economy. In our opinion, the salary income of science and education workers should not be lower than other branches and sectors of the national economy, and if possible, should be higher than them. But the results of empirical analysis showed that the situation in Uzbekistan is not very good in this regard. In our opinion, this situation does not fully correspond to the idea of making education the main driver of national economic development.

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

- firstly, in modern conditions, the system of financial incentives for professors and teachers of higher educational institutions is to develop a remuneration system that takes into account the complexity of the work performed, the amount and quality of the work spent;
- secondly, introducing a motivational mechanism based on an objective upper limit of wages for all employees in the field of education;
- thirdly, standardization of work based on international standards;
- fourth, to introduce effective methods and ways to motivate employees of the education sector.

The improvement of the system of remuneration for the work of professors of higher educational institutions should be carried out on the basis of the following criteria:

1. classification of job salaries according to academic level;

2. tying the basic position salaries determined for each position to the length of service;

3. assessment of the intensity and effectiveness of the work of professors and teachers;

4. mechanism of compensatory payments;

5. social payments.

Taking into account the above, it is recommended to form a system of remuneration for the work of professors of higher education institutions based on three components: basic position salaries, bonuses and incentive payments at the end of the year.

Thus, the creation of a fair system of motivating the work of employees in the field of education, on the one hand, creates real opportunities to fundamentally improve the quality of education, to solve the problems of the rapid development of science, and on the other hand, it serves to bring the salary level of professors and teachers closer to the level of developed countries.

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