



## ON THE PEDAGOGICAL FOUNDATIONS OF TRAINING COMPETITIVE PERSONNEL IN A MARKET ECONOMY

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### ANNOTATION

*The article discusses the pedagogical foundations of training competitive personnel in a market economy. The national training program consists of training highly qualified, competitive personnel for all spheres of the economy and everyday life of the country, ensuring effective innovations in education, science, sports and culture, educating the younger generation based on national and universal values.*

**KEY WORDS:** *qualified personnel, striving for knowledge, market economy, innovative support, education system, competitiveness, pedagogical foundations.*

### DISCUSSION

Growing up educated and responsible, competitive highly qualified personnel is a prerequisite for finding your place in society today. The first President of Uzbekistan I.A. Karimov described the desire of our youth for knowledge as follows: "Indeed, we see the burning eyes of our youth, our children, their zeal, their desire for knowledge, their desire to be unsurpassed in the world as the main factor and guarantee of our bright future, the achievement of our noble goals. Firstly, the pursuit of knowledge, and secondly, without hesitation to learn from others. I want to say to my children: my dear children, never be ashamed to learn and explore. Humanity will learn while it is alive. I know everything, a person who walks without looking back at others will never have one or two"[1. 247-248 б]. On the issue of the need to adapt the activities of the continuous education system to modern requirements, President Sh.M.: "We consider it our top priority to improve the work of all parts of the education system in accordance with modern requirements."[2]. Thus, in the current conditions of globalization and market economy in the world, rapid reforms are taking place in many sectors and industries, the possibilities of the traditional education system are limited, the population cannot

use higher education in a timely manner, time requirements, direction (specialization), increase (decrease) in the relevance of professions, positions and levels, an increase (decrease) in the demand for relevant knowledge, skills and competencies, a growing need for higher and highly qualified personnel, managers and industry professionals throughout their lives. The National Curriculum is a highly qualified, competitive curriculum for all sectors of the economy and daily life of the country, effective innovative support of cultural production, spiritual, moral and harmonious physical education of the younger generation based on national and universal values, as well as the successful solution of the problem of gradual improvement of the education system as a single educational, scientific and production complex aimed at the development of mutually beneficial international cooperation in the field of personnel training.

In a market economy, innovation becomes an integral part of business. Any activity requires certain costs from an economic entity. Of course, innovation is also a cost. A study of economic entities engaged in innovative activities shows that the costs of these activities are divided into three groups:

1. The costs of organizing and managing innovation.



2. The cost of direct innovation.
3. Costs associated with the introduction of purchased new products in the country.

Indeed, in a market economy, the financial performance of a business is extremely important. This indicator reflects the financial condition of enterprises, their stability. Reforming the economy, including accounting, which is one of the tools for managing it, radically changed the system of accounting for financial results. The reliability of the costs of the financial and economic activities of an economic entity, their full reflection in reports, their compliance with information in the general ledger and journal orders, accounting registers, primary documents. Analysis of changes in the structure of costs, relative changes in costs (cost, operating costs - cost of sales, other costs) in accordance with the volume of production and provision of services in the structure of the enterprise, factors affecting the change in costs, analysis. First of all, we considered it appropriate to define a market economy.

A **market economy** is a democratic economy based on commodity relations, based on various property and economic freedoms, and governed by competition. It is the most advanced and promising system available in human development. The basis of a market economy is the production of goods, since it is dominated by a commodity economy, not a subsistence economy. The created products and services will be in the form of a brand, that is, they will be created for pre-sale in the market. The market economy is characterized by barter, not barter. Consequently, the consumption of goods takes precedence over natural consumption. The market economy is based on economic liberalism, that is, freedom, freedom of ownership and freedom of government. Although private ownership predominates, other forms of ownership will also exist. As a result of the free development of various forms of ownership or all forms of ownership, including private, private-corporate, state and state ownership, a property balance is formed, and a monopoly on any form of ownership is not allowed. In a market economy, there will be individual, based on their own property and funds, corporate, partnership methods of leasing land, buildings, structures, cars, and borrowed funds. The basis of a market economy is entrepreneurship, which is focused on making a profit by supplying goods and services to the market. In a market economy, the training of competitive personnel is a modern requirement. Entrepreneurs are a special category and usually make up 7-10% of the economically active population. In a market economy, everyone gets what they earn by doing what they can out of personal interest. Market demand determines what, how much to produce, where to sell and for what money. The

market price is formed on the basis of the ratio of supply and demand based on demand. Since the market economy divides business entities, their interests collide, and competition arises. Competition is the driving force of the market economy, the mechanism that ensures its development. The market economy is based on economic management methods. The market mechanism is an economic incentive mechanism, the main instrument of which is money. The desire to earn money ensures the production of goods and services in large quantities and of high quality. In a market economy, money is becoming the most common and convenient form of wealth - a means of universal economic relations. In a market economy, wealth is not prohibited, on the contrary, it is allowed, there is no upper limit for income, but its lower limit is set by the state, and the wages paid to workers cannot be lower than the established minimum wage. A market economy is an economy in which there is no shortage of goods and goods. Another characteristic of a market economy is the existence of fair income inequality. In addition, in order to ensure the strengthening of the competitive environment in the process of globalization and the "viability" of higher education, in our country, in contrast to the French and German models of universities, American "entrepreneurship" is used the formation of so-called "universities", the creation of a "university complex" that implements the integration of science, education and production, ensuring the transfer of research into practice

Creation and maintenance of new knowledge in the world, including in our country in the era of globalization, market economy, short-term obsolescence of knowledge and rapid exchange of information to improve the management of training highly qualified competitive personnel in higher education institutions and given the urgent need for their timely transfer, the concept of "lifelong learning", that is, the transition from higher education to the concept of "lifelong education" and adherence to its procedures, is an objective necessity and goal.

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