

Main Issues of Qualified Economists Training in the Context of Digital Economy Development

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ABSTRACT--- *At the current stage of economic progress, innovative development of the economy has become an objective necessity. Today, while the importance of innovative and digital technologies in the economy is growing day by day, the issue of training qualified human resources is also getting one of the top priorities. This article focuses on the training of qualified economists in the context of the digital economy development. The article outlines the ongoing reforms in the education system and consistent measures to improve the quality of human resources. The article also highlights the importance and impact of training qualified economists. The priority directions of training qualified economists in the context of the development of the digital economy are highlighted.*

Keywords-- *digital economy, innovation, education, quality of education, human resources, potential of human resources, economists, human capital, competitiveness of human resources.*

I. INTRODUCTION

Today, the economic **reforms** being carried out in our country for innovative development, modernization and diversification of the economy are showing their results. In particular, significant achievements have been made in a short period of time in order to implement profound structural changes in the economy, to re-furnish the production on the basis of new equipment and technologies, to ensure population's income growth, to form of a favorable investment climate, to sustainably develop small business, entrepreneurship and services.

In the current era of globalization and the information century, digital technologies have become one of the key factors in achieving technology progress, and the development of the digital economy is becoming an objective necessity. The innovative development of the economy and improving the use of digital technologies in the economy are playing essential role. In the ongoing socio-economic reforms in our country, the issues of innovative development of the economy, improving the use of digital technologies in the economy are of particular importance.

The announcement of 2020 as the Year of Development of Science, Education and the Digital Economy in our country

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also serves as a basis for accelerating the use of innovative and digital technologies in the economy. The digital economy as a modern and new stage of development is characterized by the priority of creative labor and information products. It is sometimes expressed as the Internet economy, the new economy, or the web economy.

In his Address to the Oliy Majlis, President of the Republic of Uzbekistan Sh. Mirziyoyev stated that in order to achieve development, it is necessary and important to acquire digital knowledge and modern information technologies, which will allow us to follow the shortest path of progress [1]. This task requires the development of the digital economy, training for the employees for digital economy and improving the quality of economists.

The following tasks were given in order to improve quality of personnel training and develop education system in accordance with the "Priorities for the development of the social sphere» based on "Actions Strategy" for the further development of the Republic of Uzbekistan in 2017-2021, approved by the Decree of the President of the Republic of Uzbekistan dated February 7, 2017 No PF-4947 " Actions Strategy for the further development of the Republic of Uzbekistan ":

- Continuing the path of further improvement of the continuous education system, increasing access to high qualitative educational services, training of highly qualified personnel in accordance with the needs of the modern labor market;

- Improving the quality and efficiency of higher education institutions on the basis of the implementation of international standards for assessing the quality of education and training and gradually increasing the number of admission quotas for higher education institutions;

- Stimulation of research and innovation activities, creation of effective mechanisms for the implementation of scientific and innovative achievements, the establishment of specialized research and experimental laboratories, high-tech centers and technology parks at universities and research institutes;

- Increasing the social activity of physically healthy, mentally and intellectually developed, Loyal to the motherland, independent and strong-minded young people, by deepening democratic reforms and the development of civil society;

- Employing graduates of secondary special, vocational and higher education institutions and attracting them to the field of private entrepreneurship;

- Supporting and implementation of the creative and intellectual potential of the younger generation, the formation of a healthy lifestyle among children and youth and their involvement in physical culture and sports;

- Social protection of youth, creation of comfortable housing and social-living conditions for young families;

- Organization of effective activities of public authorities and administration, educational institutions, youth and other organizations in the implementation of state youth policy, etc. [2].

The radical changes taking place in the life of the state and society in the context of the development of the digital economy and the successful implementation of reforms require, first of all, personnel with powerful knowledge in a market economy, who can understand and is able to analyze the current foreign and domestic policy of Uzbekistan. For this reason, the issue of training qualified personnel for the digital economy is becoming an objective necessity.

II. MATERIAL AND METHODS

In the conditions of continuous market relations development, it's very essential to improve and implement information and communication technologies in various spheres of human activity, including education. The laws of the market economy - from the preparation of curricula till the training of qualified specialists for a particular field, set their own requirements for the education system as a whole. In the context of the digital economy, special attention should be paid to the training of qualified economists and a great responsibility must be taken, as the future depends directly on the development and prosperity of the country at the international level.

The "National Program of Personnel training" adopted in our country states that the priority and important issue is to provide the economy of the country with qualified economists. The fact that, training the highly qualified personnel who meet the requirements of that period and who obtain modern knowledge is the main issue, is defined in the "Education" Law, "National Program of Personnel training" and as well as other regulations in the field of education.

Today, the issues related to the formation and development of the digital economy has become more significant than ever. The development of the digital economy and the training of qualified economists are comprehensively being highlighted in many researches of economists.

Radical reforms carried out in the education system, the issues economist training and employment of graduates of educational institutions are reflected in the scientific publications of T. Shamov, P. Tretykov [5], A. Ivanchenko [6], V. Glukhov [7]. Economists from Uzbekistan, K.H Abdurahmonov [8], S.S Gulomov [9], B.Yu. Khodiev [10], K.H.P. Abulqosimov [11], M.KH Saidov [12] have conducted scientific researches on the relationship of the labor market with demographic processes, the problem of unemployment, the education system, educational service market, the integration relationship between the education system and labor market, the financing of higher education and proposed essential directions for training qualified economists.

During this research, measures and reforms, which were carried out and which are being implemented for educational system, have been studied. Lectures on this topic, basic information in online publications, scientific articles in scientific journals were studied in detail, and methods such as analysis, synthesis and generalization were used.

III. RESULT AND DISCUSSION

According to the experience of developed countries, an innovative economy based on science and technology is the basis of socio-economic development. In this regard, the formation of an innovative economy, training of qualified personnel, the effective use of human capital, first of all, requires a large amount of investment to be involved. The world experience and practice show that investments in human capital justify themselves than other factors and help to ensure the training of qualified personnel.

It is known that the structure and content of training is one of the important tasks of higher education, based on the prospects of socio-economic development of the country, the needs of the labor market, modern achievements in science and technology and the economy.

The qualified personnel determines the future of any country, and sustainable economic growth can be achieved through the development of a system of training qualified personnel. The policy of training qualified personnel in our country is considered one of the important conditions for the development of Uzbekistan.

From the first years of independence in our country, the formation of a personnel training system and the training of personnel with a broad outlook and modern knowledge was considered one of the priorities.

In recent years, extensive works has been carried out in our country to create a system of higher education that meets the priorities of socio-economic development and the requirements of international standards. The establishment of new higher education institutions in the regions, the opening of modern educational directions and specialties and part-time and evening departments for personnel training, the increase of quotas for admission to higher education institutions are very important and necessary reforms in this area. At the same time, a number of problems which impede improvement of the education quality in higher education institutions, the ongoing reforms in the country and the active participation of these institutions in social and economic reforms, remains unsolved. [3].

At the meeting concentrated for further development of higher education, improving the quality of training, expanding the integration of science and industry on October 24, 2018, the President of the Republic of Uzbekistan, ShavkatMirziyoyev emphasized that there are a number of problems and shortcomings in the field of higher education, namely, very low coverage of admission quotas (7-9% compared to graduates of secondary schools, academic lyceums and vocational colleges), low prestige of higher education institutions, lack of scientific potential of professors and teachers in the international scientific community, insufficient effectiveness of the newly appointed rectors in working with the team due to the lack of study of the views of professors and teachers in the appointment of rectors and vice-rectors of higher education, lack of conditions for institutions integration of research with production and increasing the efficiency of scientific activity, inefficiency of introduction of innovative methods and professional development of teachers, the system absence that adapt to structural changes in the labor market, trains our youth in the profession, and develops their entrepreneurial skills, etc. [4].

In the current situation, the main goal of higher education is to train qualified personnel and provide competitive services. However, today the process of applying tested methods of quality management in practice to determine the best system of organization of higher education remains relevant.

The most essential issue of improving the quality of education and ensuring the competitiveness of personnel is a mutually beneficial cooperation between training and production, which has been studied by many researchers and relevant recommendations have been developed.

As a result of consistent reforms in the higher education system, there is a qualitative improvement in the educational process, the training of qualified personnel. In recent years, the level of higher education coverage in our country is gradually increasing.

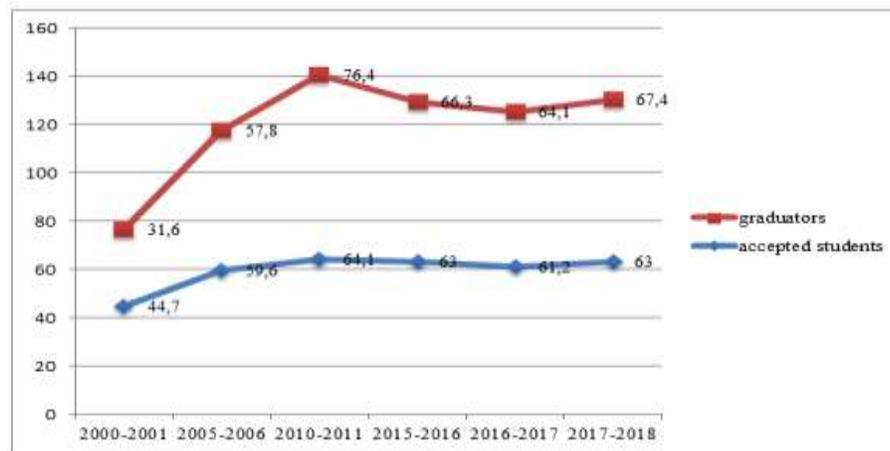


Figure 1: Dynamics of accepted students and gradutors of higher education institution, thousand people

Source: prepared by the authors according to the information from www.stat.uz

Statistics show that the number of accepted students and gradutors of higher education institutions has been growing over the years. In the 2000-2001 academic year, 44.7 thousand students were accepted for education and this indicator reached 63 000 in the 2017-2018 academic year. The number of gradutors has also increased over the years. In particular, in the 2000-2001 academic year, 31.6 thousand students graduated higher education institutions and this range doubled in 2017-2018.

The number of economists training in the higher education system is also growing. Qualified personnel are being trained in the important areas of the current stage of economic development, such as digital economy, e-commerce, economic security, information systems in the economy.

One of the main criteria for the development of economic education is its socio-economic effectiveness. Its contribution appears in the growing need for economic education, the increasing demand for specialists in the industry, the growing desire for having economic knowledge, as well as in the increasing the innovative potential of the country.

In order to achieve the effectiveness of the economic education system, firstly, it is necessary to determine the functional behavior of economic education and its relevant outcomes at its various stages (e.g., school education, secondary special, vocational education, higher education, postgraduate education). Ensuring consistency of the every stage's results with the next stage's results and development of special measures for implementation in practice (the mechanism of implementation of the results of the education types) serve to improve the economic education system. In a digital economy, human is one of the main capital of the states. However, in general, the main capital is not a human, but a specific persons (human resources) with deep knowledge in the field of new technologies, who is able to apply capability in life, able to improve their skills. Not only a specific person, but also a group of people who are able to unite and activate individuals with deep knowledge into a common collective intelligence, will begin to be considered a key asset of countries.

According to the scientific literatures, the main factors of production in the future economy will be human and information capital, in which the main factor and driving force will be human capital "The main factor of production in the digital economy is not capital, but the potential of human resources" [13]. Schwab explains his view not only

through the fourth industrial revolution, but also with non-technological factors, including demographic problems, geopolitical changes and with the emergence of new specialties and professions based on new socio-cultural norms. For this reason, the lack of highly qualified personnel is the main problem which limits the innovation, competitiveness and development in the country.

According to scientist, showed problems force the concept of “high qualification” to be reconsidered in the context of the Fourth Industrial Revolution.

It is known that the human factor is the most important among the resources of production. Because all other factors are directly under this factor’s influence and with its active participation. It should be noted that the role of education in the national economy will change with its development. In particular, according to P. Draker, today “knowledge is becoming a leading factor in production, leaving aside capital and labor.” [14].

Indeed, the development of the digital economy depends on the quality of qualified personnel, especially economists. Because digital technologies and qualified economists are the foundation of the digital economy (Figure 2).

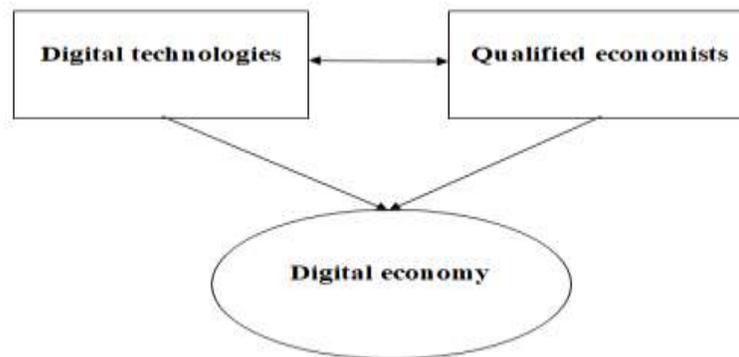


Figure 2: The relationship between the digital economy and qualified economists

The development of the digital economy in the country requires the training of economists who can apply modern information and communication technologies in practice. This will not only increase the pace of socio-economic development, but also increase the confidence of the population in the services of the financial and economic sphere.

The process of ensuring a direct link between the supply of educational services in the training of economists and the need of the economy for these personnel, its scope and proportions will change due to the transition of the national economy to the path of innovative development. In such situations, large corporations, countries and regions, which have the opportunity to constantly accumulate new knowledge in the field and direct it to the necessary areas, are gaining an advantage in global competition. Therefore, in the training of modern economists, it is necessary to restructure the education system in line with the new conditions, to form mechanisms that will allow for institutional improvement. The implementation of innovative ideas of competitive personnel in all spheres of society, the digital economy, creates new opportunities for the active and effective development of the state, society and the individual. In the process of rapid development of society, especially in the transition to the digital economy, the demand for qualified, competitive human resources is growing.

-First of all, the innovative development, the establishment and progress of the digital economy requires the expansion of the knowledge of each person and every trained personnel and the acquisition of new types of socio-economic activities under the influence of modern information;

-Secondly, the social development in civil society is radically different in meaning and content. It is important not only to increase the need for innovation, but also human resources need to be protected from ideological and information attacks in the globalization and to have the high morale of the staff. This future makes it an important task to form an advanced culture in accordance with national and universal moral norms in prospective economists working in the digital economy;

-thirdly, the formation of the spiritual qualities of perfection in the minds of national human resources, deep knowledge of their specialization, system of worldviews and experiences, their conscious attitude to events happening around their society and the ability to defend themselves from negative ideological influences are the basement for strategy of strengthening digital economy which is essential for the development of the state and society.

Also, the idea of regular introduction of innovative ideas into the higher education system, the formation of opportunities for bachelors and masters to defend the interests of our country in the world is also put forward.

IV. CONCLUSION

To sum up, human capital is one of the main factors shaping and developing the knowledge economy, which is the next stage of innovative economy and innovative development.

It should be noted that at the current stage of economic development, human capital is important in the training of qualified personnel, providing the population able to work with stable and suitable jobs. Researchs carried out by the world's leading scientists has shown that the benefit on investment in human capital is three times greater than the investment in technology. At the same time, it was found that, a 10 percent improvement of the staff training level increase the labor productivity in 8.6%.

Therefore, first of all, it is expedient to further develop the education system and its specific educational services related to the formation of human capital for the training of qualified personnel.

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