



Journal Website:
<https://theusajournals.com/index.php/ijlc>

Copyright: Original content from this work may be used under the terms of the creative commons attributes 4.0 licence.

PROFESSIONAL TRAINING AT THE ACADEMY OF THE MINISTRY OF INTERNAL AFFAIRS: PROBLEM AND SOLUTION

Submission Date: May 13, 2024, Accepted Date: April 18, 2024,

Published Date: May 23, 2024

Crossref doi: <https://doi.org/10.37547/ijlc/Volume04Issue05-06>

Jumanov Tulkin Sattarovich

Doctor Of Philosophy Of Law (Phd), Uzbekistan

ABSTRACT

This article describes some of the problems that arise in the process of training professional personnel for the field at the Academy of the Ministry of internal affairs and provides their solutions.

KEYWORDS

Attestation, personnel, training load, training of personnel, educational literature, scientific potential.

INTRODUCTION

The preparation of cadets and listeners for practice (production) as mature specialist personnel is interrelated with the exact composition of professors and teachers at the Academy.

German pedagogue A.F. Disterweg expressed the reasonable opinion that "A disadvantaged teacher simply tells the truth, and the best one teaches to find it", - while the first president of the Republic of Uzbekistan, I.A. Karimov's valuable opinion on the training of personnel "Training of personnel is a long process that requires diligent care and consistent work from each of us" means to what extent this issue is an urgent issue.

The presence of educated and experienced professors in the higher educational institution also serves to guarantee the quality of the personnel to be prepared. Therefore, the fact that professors and teachers master pedagogical technologies and pedagogical skills, as well as the most modern interactive methods of teaching serves to further improve the quality of training. [1]

Another important aspect in the preparation of qualified personnel is the quality and adequacy of educational literature prepared by professors. Chapter 3, paragraph 16 of the regulation "On the provision of higher education institutions with educational

literature and the procedure for updating textbooks and teaching aids" approved by the decree of the Cabinet of Ministers of the Republic of Uzbekistan dated October 10, 2018 "On the provision of higher education institutions with educational literature" [2] at least 1 (one) of the academic literature per 6 students in the subjects under study is determined that this educational direction will be calculated provided with educational literature for the undergraduate stage of higher education.

nly if we meet the above requirement we can assume that the cadets and listeners of the Academy are provided with sufficient literature.

As we know, the prestige of higher educational institutions is also assessed by the level of scientific potential of the teaching staff, the higher this indicator, the higher the quality of conducting research, the higher the quality of training of cadets and listeners.

If we look through the analysis of the academic potential indicators of today's Academy, this figure is 50% as of January 2023 [3]. In June-July 2021, the Faculty of the Academy was transferred from pedagogical attestation and the activities of 51 percent of the faculty members were assessed as unsatisfactory. This situation is definitely sad. Today, the issue of concentrating the composition of professors and teachers is mainly carried out at the expense of experienced practitioners and pedagogical personnel with a scientific degree and a scientific title.

Also, the following general drawbacks were noticeable when the course of classes conducted by the professors and teachers of the Academy in the subjects of the cadet and the audience were qualitatively analyzed, namely: 1) the lack of theoretical knowledge from the relevant disciplines in the specialty in the staff

newly appointed to the position of professor-teacher, limitation of the topic only by covering its practical aspect (mainly due to the experiences they have undergone), as well as insufficient pedagogical skill; 2) the insufficient theoretical knowledge, practical skills and pedagogical skills of some professors from the subjects of the relevant specialty, or the fact that they do not work on themselves regularly, do not strive for innovation, do not coincide with the requirements of the times; 3) the fact that some professors do not apply modern interactive methods of teaching in the course of classes or do not know enough of these methods; 4) some professors do not have enough access to psychological communication with the cadet and the audience during the training sessions, etc.

In addition, the targeted involvement of professors and teachers of the department during the year in different working groups of ministries and other organizations, the increase in annual training loads in the relevant disciplines, the fact that state units are not organized based on the amount of training load (although some departments have a high teaching load, the amount of professors or vice versa) also negatively affects this, in turn, it has a negative effect on the quality of the work being done on the training of personnel.

We can see that the educational load is much higher than the established norm in the example of the following department: in the 2022/2023 academic year, the Chair of Criminal Procedure Law provides cadets and trainees with 294 hours of criminal procedure law, 81 hours of investigation before investigation and road transport. However, it is planned to teach 104 hours of classes on the subject of investigation.

The annual workload of the teacher of the chair is approved by the order of the Minister of Internal Affairs of the Republic of Uzbekistan dated December

21, 2014 No. 183 "On approval of the regulation of the work of professors and teachers in higher educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan". Professors in higher educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan - in accordance with Appendix 1 of the "Regulation on the Standardization of teachers' work", it is determined that the total number of hours should be 1540 hours a year.

However, instead of the average annual workload of 1540 hours, the teachers of the chair of criminal procedure law made 2495.5 hours. What is the reason for this? Firstly, the number of cadets admitted to the full-time education of the Academy in one year has increased from 400 to 600, the total number of cadets currently studying in 3 courses has exceeded two thousand, and secondly, the number of trainees admitted to the part-time education faculty has increased from 200 to 600 annually. The reason for this is that the total number of students who have received education in 4 training courses is more than two thousand people (more than four thousand in total).

This will lead to an increase in the number of study groups and an increase in the teaching load of the professors of the chair, as well as a lack of study group rooms, as a result of which the quality of training will decrease. Under such circumstances, will the professors and teachers of the department have time to work on themselves and engage in scientific research? No, of course, how can a pedagogue who has not worked on himself regularly, has not been engaged in research work, give quality lessons to cadets and students.

Therefore, based on the number of subjects taught in the chair, hours allocated to subjects (based on the number of subjects and types of training), the number

of study groups, based on the "Regulation of the work of professors and teachers in higher education institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan", first of all, it is necessary to determine the size of the study load, based on the determined size of the load, to determine the staff units in the chair. Only then can the above situations be put to an end, and professors and teachers of the educational institution will have an opportunity to work on themselves and engage in scientific research.

The decree of the Cabinet of Ministers of the Republic of Uzbekistan dated June 7, 2019 No. 470 "On improving the procedure for transferring state educational institutions and non-governmental educational organizations from attestation and state accreditation" approved the regulation "On the procedure for transferring state educational institutions and non-governmental educational organizations from attestation and state accreditation" [4]. This regulation establishes that the accreditation of educational organizations in the assessment of the activities of the educational organization consists in calculating the basic form of state control and determining the content, level and quality of training in educational organizations in accordance with state educational standards and state educational requirements and educational programs. Based on the results of the certification, expert commissions set out to prepare a conclusion on the content, level and quality of training in the educational organization on state educational standards, state educational requirements and compliance with educational programs conclusions will be given.

In accordance with the law of the Republic of Uzbekistan "On education"[5] and the decree of the Cabinet of Ministers dated June 7, 2019 "On improving the procedure for transferring state educational institutions and non-governmental educational

organizations from attestation and state accreditation" No. 470, the state inspectorate for quality control of education under the Cabinet of Ministers of Uzbekistan, the Ministry of preschool education, Decree of the Ministry of innovation development of the Republic of Uzbekistan "On approval of criteria for attestation of educational organizations" dated December 16, 2019 No. 16-MH, 16, 19-MH, 12-2019 and 18-q/q [6] was adopted. According to it, higher education organizations were determined to be evaluated according to the following criteria: a) on the effectiveness of organizational and managerial activities; b) on the introduction of state educational standards into the educational process; c) the results of control work carried out by the state inspectorate for the level of knowledge of students; d) on the science programs; e) on the level of provision of students with textbooks (electronic textbooks) and teaching aids, the availability of an electronic library system, the effectiveness of its use and the possibility of using information resources on independent education; f) on the level of material and technical support, provision of educational laboratories with modern equipment and useful educational and laboratory space; g) on the application of modern pedagogical, information and communication technologies in the introduction of e-learning; h) on the integration of education with production and science; i) on research activities; j) on spiritual and educational activities; k) on the enrollment or employment of graduates to the next stages of education;; l) on the establishment of international cooperation; m) on the performance (quality) of graduate qualification work and master's dissertations by graduates, on the activities related to the final state attestation and its results; n) the results of a survey of personnel customers at the Republican level on the state of satisfaction of employers with the knowledge, qualifications and skills of graduates.

In addition, the state inspectorate for quality control of education under the Ministry of higher and secondary special education of the Republic of Uzbekistan and the Cabinet of Ministers adopted a resolution "On approval of the minimum requirements for their material and technical base, professors and educational and methodological support for the implementation of educational activities in New undergraduate educational areas and master's specialties in state higher educational institutions".

This regulatory legal act was adopted in accordance with the decree of the president of the Republic of Uzbekistan No. 5157 of June 22, 2021 "On the parameters of the state order of admission to higher educational institutions of the Republic of Uzbekistan in the academic year 2021/2022". For reference, it should be noted that starting from admission for the 2022/2023 academic year, state higher education institutions will be allowed to carry out educational activities in the areas of new undergraduate education and graduate specialties, provided that they meet the minimum requirements. For example, the requirements for professors are as follows: professors by the number of state units: - in the form of full-time and evening education - 1 state unit for every 16 students; - in the form of correspondence education - 1 state unit for every 20 students; · by the level of employment of professors: - the share of those who work in the main workplace-40%; - the share of scientific degrees in The Bachelor's Degree - 35%; - the share of scientific degrees in the master's degree-100%.

Requirements for educational and methodological support: according to the availability of qualification requirements for each bachelor's field of study or master's specialty - compliance with the requirements of the state educational standard and professional standard; according to the availability of educational programs for each subject in the curriculum - the level

of knowledge, skills and competences specified in the state educational standards and qualification requirements, and others.

Regarding the provision of educational and educational-methodical literature and information-resource base: in the bachelor's degree - 1 piece for every 6 students; in master's specialty - 1 piece for every 2 students.

In our opinion, these minimum requirements also apply to educational institutions that are preparing personnel for the internal affairs bodies. The activities carried out by higher education institutions only if they meet the above criteria are recognized by the state and considered past certification, in addition to providing an opportunity for them to be among the world-recognized higher educational institutions in the future and also serves to train quality personnel.

REFERENCES

1. Педагогик технология: Олий ўқув юртлари учун дарслик / Н.Х.Авляқулов, Н.Н.Мусаева. -Тошкент: Чўлпон НМИУ, 2012. 208 б.,
2. Н.Т.Омонов, М.Б.Хаттабов. Педагогик технологиялар ва педагогик маҳрат. Ўқув қўлланма. Т.: 2016. - 200 б.,
3. Ў.Х. Мухамедов, М.Х.Усмонбоева, С.С. Рустамов.Таълимни ташкил этишда замонавий интерфаол методлар. Ўқув-услубий тавсиялар. Т.: Ўзбекистон Республикаси ИИВ Академияси, 2016. - 45 б. 2.
4. Ўзбекистон Республикаси Вазирлар Маҳкамасининг 2018 йил 10 октябрдаги “Олий таълим муассасаларини ўқув адабиётлари билан таъминлаш тўғрисида”ги 816-сон қарори // URL: <https://lex.uz/docs/3970451> (Мурожаат этилган сана:) 3. Ўзбекистон Республикаси ИИВнинг таҳлилий маълумотномаси. 2022 йил.
5. Ўзбекистон Республикаси Вазирлар Маҳкамасининг 2019 йил 7 июндаги “Давлат таълим муассасалари ҳамда нодавлат таълим ташкилотларини аттестациядан ва давлат аккредитациясидан ўтказиш тартибини такомиллаштириш тўғрисида”ги 470-сон қарори // URL: <https://lex.uz/docs/4367782> (Мурожаат этилган сана: 01.03.2023) 5. Ўзбекистон Республикасининг “Таълим тўғрисида”ги қонуни. 2020 йил 23 сентябрь ЎРҚ - 637-сон. // URL: <https://lex.uz/docs/5013007> (Мурожаат этилган сана:01.03.2023) 6. URL: <https://nrm.uz/contentf?doc=612964> (Мурожаат этилган сана: 01.03.2023)
6. Расулев А., Садуллаев Г. Training of Personnel in the Field of Countering Cybercrime: the Need and the Requirement of Time //in Library. – 2021. – Т. 21. – №. 1. – С. 123-130.
7. Расулев А., Саъдуллаев Г. Влияния интернета на поведение и интеллектуальное развитие молодёжи //in Library. – 2020. – Т. 20. – №. 1. – С. 204-207.
8. Кулматов Ш., Жуманов Т. Ички ишлар органларида кадрлар тайёрлашнинг ҳуқуқий ва ташкилий асослари–муаммо ва ечимлар //Общество и инновации. – 2023. – Т. 4. – №. 7/5. – С. 212-223.