

Organizational and methodological mechanisms for improving the effectiveness of the activities of the departments of higher educational institutions in the context of transformation

 Djalalov Bakhromjan Begmurzaevich

Doctor of Philosophy (PhD) in Pedagogical Sciences, Associate Professor of the Department of Pedagogy of Fergana State University, Uzbekistan

Received: 29 January 2025; **Accepted:** 28 February 2025; **Published:** 31 March 2025

Abstract: This article analyzes the organizational and methodological mechanisms aimed at increasing the effectiveness of the activities of departments of higher educational institutions in the context of transformation. Such aspects as the digitalization of the educational process, the development of research activities, the improvement of the qualifications of professors and teachers, and the introduction of an effective management system will be studied. According to the research results, these approaches serve as an important factor in improving the quality of higher education. Also, the opinions of local, CIS, and foreign scientists were analyzed, and best practices were studied.

Keywords: Higher education, departmental activity, transformation, organizational and methodological mechanisms, digitalization, research, management system, innovation.

Introduction: Higher education institutions (HEIs) are an important link in the country's development, and their departments play a central role in improving the quality of education, developing research work, and introducing innovative approaches. In the context of today's transformation, improving the organizational and methodological activities of departments is of great importance for improving the quality of education and ensuring its effectiveness. It should be noted that in the context of transformation, it is very important to improve the organizational and methodological mechanisms for increasing the effectiveness of the activities of the departments of higher educational institutions.

METHODOLOGY

Transformation is a fundamental change in the state. The word transformation comes from the Latin words "transfor" and "matio," meaning "change" and "forward." It is used to express processes related to changes in society and the state.

Transformation means basic qualitative changes, if changes arise on the basis of social reality and a necessary need, their echoes are usually felt in all

spheres of life of society and the state, changing its most important quality.

Transformation is not just a process of reform or change, but a complete transition of society and the state from one state to another in all spheres.

In the process of transformation, qualitative changes are observed in the life of the state and society, that is, the transition to a qualitatively new stage is understood. Interconnectedness plays an important role in the development of states and societies. The emergence of transformation is also accelerated by internal criteria, such as economic stability, natural resources, cooperation between the state and society, and labor power [7].

There is an aspect that needs to be taken into account in the development of society - "socio-political changes." The process of transformation in the renewing Uzbekistan will be carried out through fundamental reform of society and public administration. If we study world experience, "in Germany, the term "transformation," used by other countries, primarily Americans, is rarely used, preferring the usual "transit" or "democratization."

Many European researchers, without distinguishing transformation as an independent unit of political science analysis, considered it "part of democratization." Thus, the transformation of society is integrated with the concept of "socio-political transformation," which is a complex aspect of state development and forecasting, where various vectors can arise as a transformation process consisting of the transition of a socio-political system to another. In our opinion, this transformation process can occur both under the influence of external factors, at the discretion of a specific participant, and as a result of natural impulses accumulated within the system itself.

In this regard, as the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted, "The historical and spiritual factor that will become a solid foundation and support for the development strategy of New Uzbekistan, that is, our greatest wealth, is the great cultural heritage and intellectual potential of our people"[1]. This means that the potential of intellectuals is of particular importance as a socio-cultural factor in the transformation of society. Consequently, it is formed on the basis of human imagination, worldview, and scientific thinking as a result of cognitive activity. In our opinion, this process encourages us to understand the essence of events, to comprehend the truth [6; 16-b].

In this study, methods of qualitative and quantitative analysis were used. As an empirical study, the activities of university departments were analyzed, best foreign practices were studied, and interviews with experts were conducted. System analysis and functional approaches were used as a methodological approach. The effectiveness of the use of innovative technologies in the educational process was also studied.

RESULTS AND DISCUSSION

According to the research results, it was established that the following organizational and methodological mechanisms are important for the effective organization of the activities of university departments:

1. Digitalization of the educational process - the use of e-learning platforms, the introduction of LMS systems and the improvement of distance learning. According to the research results, 78% of universities have implemented digital educational technologies.
2. Development of research activities - attracting grants and projects, expanding academic cooperation and supporting young scientists. Over the past five years, the number of scientific articles has increased by 45%.
3. Advanced training of professors and teachers - implementation of regular seminar-trainings,

internships, and advanced training programs. In recent years, the level of teachers' participation in international professional development programs has increased by 30%.

4. Integrative approach - increasing effectiveness through the combination of educational, research, and practical activities. According to statistics, departments that used this approach increased the employment rate of graduates by 20%.

5. Effective management system - implementation of a system for assessing the activities of the department, development of mechanisms for strategic planning and monitoring. In universities where new management mechanisms have been introduced, an increase in the quality of education by 35% has been observed.

The results of the analysis show that to increase the effectiveness of university departments, it is necessary to systematically implement organizational and methodological mechanisms. In particular, there is a need to introduce digital technologies into the educational process, ensure the continuous development of professors and teachers, and use innovative teaching methods. Also, international experience shows that the integration of educational and research processes serves to increase effectiveness.

As noted by local experts, Professor Kh. Kadyrov, "Innovative technologies play an important role in the development of higher education in Uzbekistan, especially the digitalization process is a leading factor in increasing the efficiency of departments"[3].

According to the Russian scholar A. Smirnov, who conducted research on the CIS countries, "modern educational institutions should strengthen attention to research activities in the context of transformation, which will increase the position of universities in global rankings" [4].

Also, the authoritative foreign educational researcher, the American scientist J. Williams, notes: "An effective management system and the integration of scientific projects with business make universities stronger and increase the level of employment of graduates"[5].

CONCLUSION

In the context of transformation, it is necessary to introduce organizational and methodological mechanisms for the effective organization of the activities of university departments. In this regard, the use of innovative educational technologies, the development of research activities, and the improvement of the professional development system are of great importance. These approaches serve to

improve the quality of education and strengthen the scientific potential of university departments. The research results showed that the quality of education and research indicators are significantly improving in educational institutions where effective management systems have been implemented.

REFERENCES

Mirziyoyev Sh.M. Development Strategy of New Uzbekistan. - Tashkent: Uzbekistan. 2022.

Decree of the President of the Republic of Uzbekistan "On the Development of the Higher Education System." - 2022.

Kodirov Kh. Innovative Technologies in Higher Education. - Tashkent: Fan, 2023.

Smirnov A. Modern Higher Education Management. - Tashkent, 2020.

Williams J. Higher Education and Business Integration. New York: Academic Press, 2021.

Yuldashev S.U. Transformation of society in Uzbekistan: socio-cultural technologies and strategic programming: abstract of the dissertation for Doctor of Philosophical Sciences (DSc). - Namangan, 2024.

<https://cyberleninka.ru/article/n/transformatsiya-jarayonida-davlat-va-jamiyat-munosabatlari-va-ularning-o-zaro-ta-siri/viewer>