

The Policy of Training Managerial Personnel in the Southernmost Region of Uzbekistan

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ABSTRACT

The article discusses the reforms in the field of training managerial personnel in the period after the Republic of Uzbekistan gained independence, the policy implemented by the state in terms of the formation of the intelligentsia, as well as the implementation of this policy in the southern regions of our Republic based on normative acts and archival documents.

KEYWORDS: Education, management personnel, advanced training, economic reforms, Kashkadarya, Surkhandarya.

How to cite this paper: Tasheva Shakhnoza Uzakovna "The Policy of Training Managerial Personnel in the Southernmost Region of Uzbekistan" Published in International Journal of Trend in Scientific Research and Development (ijtsrd), ISSN: 2456-6470, Volume-9 | Issue-5, October 2025, pp.53-56, URL: www.ijtsrd.com/papers/ijtsrd97427.pdf



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INTRODUCTION

The formation and development of the intelligentsia in any society are linked to specific historical conditions. Uzbekistan's attainment of independence necessitated fundamental reforms in state governance. During these reforms, one of the priority directions of state policy became the issue of improving the qualifications of management personnel.

The government of the Republic of Uzbekistan implemented a comprehensive set of measures aimed at shaping and supporting the intelligentsia. A policy of recognizing the role and place of intellectuals in society, and encouraging their activities through state support, was consistently pursued. Reforms in education, aimed at supporting free thought and creative activity, served to nurture a new generation of intellectuals. The innovations created by intellectuals, in turn, spurred the development of the national economy. The celebration of "Teachers' Day" to appreciate teachers' work and strengthen attention to them was also an important part of this policy. This date was officially established by a resolution of the Supreme Council of the Republic of Uzbekistan in 1993 [1].

To improve the management personnel training system, the Academy of State and Social Construction was established under the President of the Republic of Uzbekistan. The main tasks of the Academy were defined as selecting promising personnel from among employees of state, public, and economic structures, improving their political, spiritual, moral, and professional levels, as well as conducting scientific research on pressing issues of state and social construction [2].

This article focuses on the formation of the intelligentsia and the development of the management personnel training system in Uzbekistan during the years of independence, using the southern regions of Uzbekistan as an example.

Literature Review

The process of training leadership personnel in the territory of Uzbekistan has a long history. Research has been conducted on the system and processes of training management professionals, and these studies can be analyzed in two stages from a historical perspective. The first is the research of Soviet-era

scholars on the process of training leadership personnel. In particular, the works of Sh.S. Ziyamov, R.R. Siddikov, A.T. Tulyaganov, and other historians, sociologists, economists, and jurists are found [3,4,5]. Among the studies carried out in the years of independence, the works of Q.S. Abdurakhmonov, E.E. Sattorov, A.A. Yuldashov, F.R. Ravshanov, G'R. Otamurodov, and X.A. Akhmedov are noteworthy [6,7,8,9,10,11]. The research indicates that among the reforms implemented in Uzbekistan, the policy on personnel training, especially in the field of management, has been consistently encouraged by the government.

In the research, historical analysis and data collection methods were used. Looking at the history of personnel training policy in Uzbekistan, it can be seen that from the Soviet era, special attention was paid to the field of personnel training, especially the training of leadership personnel. Looking at the research of developed countries, we can see considerations regarding the involvement of young people in the field of management personnel. The Russian Federation's Academy of Public Administration has been established, and it can be seen that it is pursuing a policy aimed at forming a reserve of leadership personnel. In addition, research analyzing the development of youth parliamentarism in Russia can also be found [12]. Furthermore, analyses can be found on the activities of several programs aimed at training leadership personnel.

Research Methodology

Globally, great importance is attached to the development of the field of training leadership personnel, as this is undoubtedly one of the issues of national importance. This is because the economic and political growth of a country is determined by the potential of its management personnel. Historical research shows that the training of management personnel is not a static process. The continuous improvement of the field of personnel training can be linked to the development of information technology globally and the penetration of globalization processes into all sectors of the national economy. In developed countries around the world, scientific research has been conducted in the field of preparing management personnel in theoretical, psychological, and intellectual terms, and based on the results of this research, relevant regulatory legal documents are adopted by the competent state bodies in the field of personnel training, and the issue of training personnel in the field of management is resolved.

From the early years of Uzbekistan's independence, special attention was paid to the training of personnel for the real sectors of the economy, with the aim of

organizing this area based on the experience of developed countries, and personnel in this field were sent for short-term and long-term training to study foreign experience [13]. As part of the state policy aimed at developing the agricultural sector in the republic, the issue of improving the potential of leadership personnel became a priority in the southern regions as well. By the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated March 13, 1996, a special training course was organized for agricultural leaders in the Surkhandarya region. The task of organizing and coordinating the training process was entrusted to a responsible group consisting of the heads of the regional agro-industrial association, the branch of the Cotton Scientific Research Institute of the Academy of Agricultural Sciences of Uzbekistan, and the Termez agrofirm. This training program included a two-week intensive course in 1996 on important issues such as accounting, reporting, cost, profit generation, procedures for spending them, taxation, lending, as well as the legal and regulatory framework of the market economy [14].

The Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 11 dated January 11, 1999, was aimed at improving the skills of leadership personnel in teaching the economic and legal foundations for deepening market reforms in agriculture. In accordance with this resolution, in January-February 1999, training courses were organized at the Academy of State and Social Construction for the chairman of the Council of Ministers of the Republic of Karakalpakstan, the khokims of the regions, and responsible employees of the khokimiyats of agricultural districts. Working groups were formed at the local level to organize and conduct these trainings, and a training schedule was developed [15].

In order to assist in the study of the works of the First President of the Republic of Uzbekistan by managers and personnel reserved for leadership positions, and to improve their preparation for higher positions step by step by teaching them modern forms of management, the "Leader" training center was established by the regional administration in the Kashkadarya region [16].

Resolution No. 351 of the Cabinet of Ministers of the Republic of Uzbekistan dated December 15, 2015, was aimed at organizing targeted training for the reserve of management personnel in higher and secondary specialized vocational education institutions. According to this resolution, management personnel of higher education institutions were assigned to improve their skills and

retrain at the Main Scientific Center for the Organization of Retraining and Advanced Training of Pedagogical and Management Personnel of the Higher Education System under the Ministry of Higher and Secondary Specialized Education, and at the Institute for Advanced Training and Retraining of Personnel of the Secondary Specialized Vocational Education System under the Center for Secondary Specialized Vocational Education. The targeted training courses provide for the training of leadership personnel on a full-time basis, providing them with accommodation and covering travel expenses.

Results and Analysis:

As a result of the reforms implemented in Uzbekistan in the process of training leadership personnel, a reserve of capable personnel adapted to making quick and accurate decisions has been created.

In 1994, the Surkhandarya Regional Council of the People's Democratic Party of Uzbekistan organized training courses to improve the economic and legal knowledge of regional leaders and middle-level personnel. The training courses covered economic reforms and market economy issues being implemented by the President and the government of Uzbekistan. The training courses were of great importance as a necessary condition for the economic and social development of the Surkhandarya region's national economy in the context of economic reforms. The training played a major role in increasing the knowledge of leadership personnel and implementing economic reforms.

The training courses aimed at improving the economic and legal knowledge of leadership personnel, which were organized in the Surkhandarya region in 1994, became an important initiative aimed at improving the skills of management personnel during the period of economic reforms. This experience is of great importance in developing the education system in Uzbekistan, improving the skills of management personnel, and implementing economic reforms. Improving the programs of training courses, creating a system for assessing the knowledge of listeners, and introducing modern technologies into the training process may be the main directions of future research.

Conclusion:

This article analyzes the implementation and work carried out in the field of leadership training in Uzbekistan, from an evolutionary point of view, with a focus on the southern regions of the Republic, namely the Kashkadarya and Surkhandarya regions.

The article highlights important events such as the global focus on personnel training in Uzbekistan,

Uzbekistan's first steps in this area, the study of foreign experience, the establishment of training courses for agricultural leaders in the Surkhandarya and Kashkadarya regions, the activities of the "Rahbar" training center in the Kashkadarya region, and the Resolution of the Cabinet of Ministers of 2015 on targeted training for the reserve of management personnel in higher and secondary specialized education institutions.

In conclusion, the article demonstrates the constant attention paid by the Government of Uzbekistan to the training of leadership personnel and the reforms implemented to improve this area.

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