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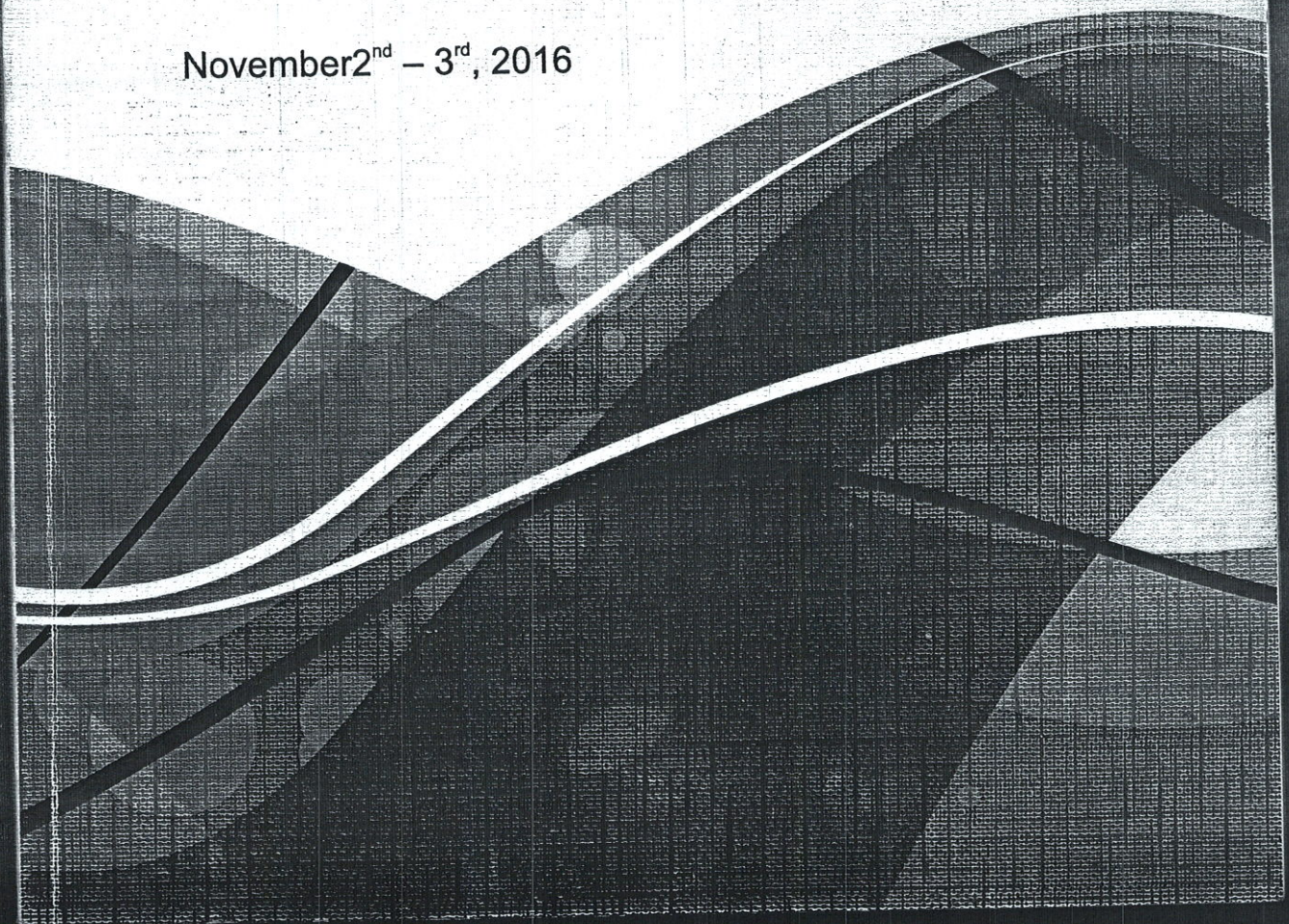

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As mentioned above, excellent working [illegible]
ce play a positive role.

Based on the above aspects, it is possible to conclude that high reasonableness and ity of business vision from the point of view of pharmaceutical companies in relation to the nponent - human capital. At its core, human capital - an endless resource for improvement velopment. The degree of its importance must be assessed individually in each company. eaking about the peculiarities of the pharmaceutical companies, it does not matter, Russian ign, we can talk about the fact that human capital - the basis of existence, the real tion, the base. Its development, promotion, monitoring –are an important aspects of the oment.

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THE ROLE OF SPECIALIST PREPARATION IN THE FRAMEWORK OF NATIONAL MODEL OF HUMAN CAPITAL

Husenov S.U.©

Samarkand Institute of Economics and Service

Abstract

paper investigates the role of specialist preparation in the framework of national model of n capital development. In addition, "National model of specialist preparation" has been igated in order to make better results in the future perspective of ecudational sector. ermore, this national model is believed to be as a system and as an independent social- mical category and its constituent components interact closely, providing for the development individual in practically all governmental structures and social institutions. The way of relevant s makes better analytical consequences while providing both shortcomings and outcomes of sue at all.

vords: education system, education services, national model of specialist preparation.

Introduction

Education is an indissoluble part of any society, the index of its culture and an indicator of sential progress, providing unity and continuity of social experience. At the current stage of economic and social development continuous education is seen as an important global em. It is undoubtedly necessary to solve the problem of continuity functionality within the time space of societal aims and the methods of their realization. Professional education in the blic of Uzbekistan is one of the country's priorities.

senov S.U., 2016

adapting to actual and [illegible] ability of students to partake in productive labor. The law of the Republic of [illegible] education" and the National Program for the Training of Specialists provide the most comp foundations, methods and mechanisms for realizing the National Model of Specialist Training.

This national model as a system and as an independent social-economical category its constituent components interact closely, providing for the development of the individua practically all governmental structures and social institutions.

Governmental policy regarding higher education is based on the following princip humanism; democracy in education and upbringing; perseverance; the continuity of secon vocational, professional, higher and further education; the secular nature of the educational sys universal availability; both united and differentiated approaches to choosing educational progr the nurturing of talent; and integration of higher education and science.

The problem at this stage is the question of managing motives in the choice of profes a question which can be solved positively if a scientifically founded vocational system is cre making use of psychological-pedagogical methods. Vocational education is currently carried o means of cooperation towards stated aims between schools and pedagogical colleges academic lyceums: the main focus here is not to impart simple information regarding part careers; but to stimulate school leavers' thoughts on their future personal decisions, professional and non-professional.

Total expenses on human development is calculated 10-12 % of total GDP of Uzbek This is believed that this number is doubled comparing with UNESCO's major program on Besides this only in 2015, number of educational places has been modified or constructed buildings rebuild and 423 billion sum has investigated, 29 new schools are build, 219 of reconstructed and 136 edifices has capitally modified. Also we have faced new higher educ places with new buildings. The way of deployment made great opportunity while getting achievement on science. From the outset of its independence, Uzbekistan has undertak practical steps to reform its higher education system.

The previous educational system failed to meet requirements of democratic and transformations which are currently being implemented in the republic.

Adopted in 1997 the National model became a basis and core of the National progr personnel training which has defined conceptual mechanisms of fundamental overhauling education system and professional training.

The program is a normative and scientific base for reforms, it lays a way to funda changes in the structure and contents of the education system, with the inclusion of the ni common secondary education, completely new independent kind of middle special, profe education, two-level system of higher education.

The essence and distinctive feature of the National model of the professional educ the systems integrity that encompasses following basic components: individual, the state society, continuous education, science and manufacturing.

The proclamation by the Government of the Republic of Uzbekistan that educ priority sphere of social-economic development, democratization, humanization all sph public life as well as the adoption of the National program on specialists preparation gi impetus to developing the educational system and for the creation of new types of edu institutes.

The educational governing system has also been overhauled on the basis of prin democracy, decentralization and humanization. In particular, it designed to provide exte rights and independence of educational institutes in financial-economic activity and organi educational process, developing effective system of public governing over educational through a formation of trustee and observation councils.

The educational system of Uzbekistan is in a transitional period of the developm the success of reforms will mostly depend on the changes of main core of this ec institutions` system in a short and long run.

Economic development of country requires professionals over various sectors. In this
aragraph we have been introducing "human capital" rather than "labor force" or "labor resource".

As our President mentioned "XXI century is considered to be Century of innovation and
tegration resources of labor could be vital in the life of people". Human capital -this term is derived
, Theodore Shultz in 1960 while they used it on "Journal of Political Economy" in "Capital
ormation by Education". T. Shultz has used this term in science in 1963 with academic purposes.
ccording to his statement "The value of personality is not measured by the physical effort but the
nowledge of humanity is more important than other factors".

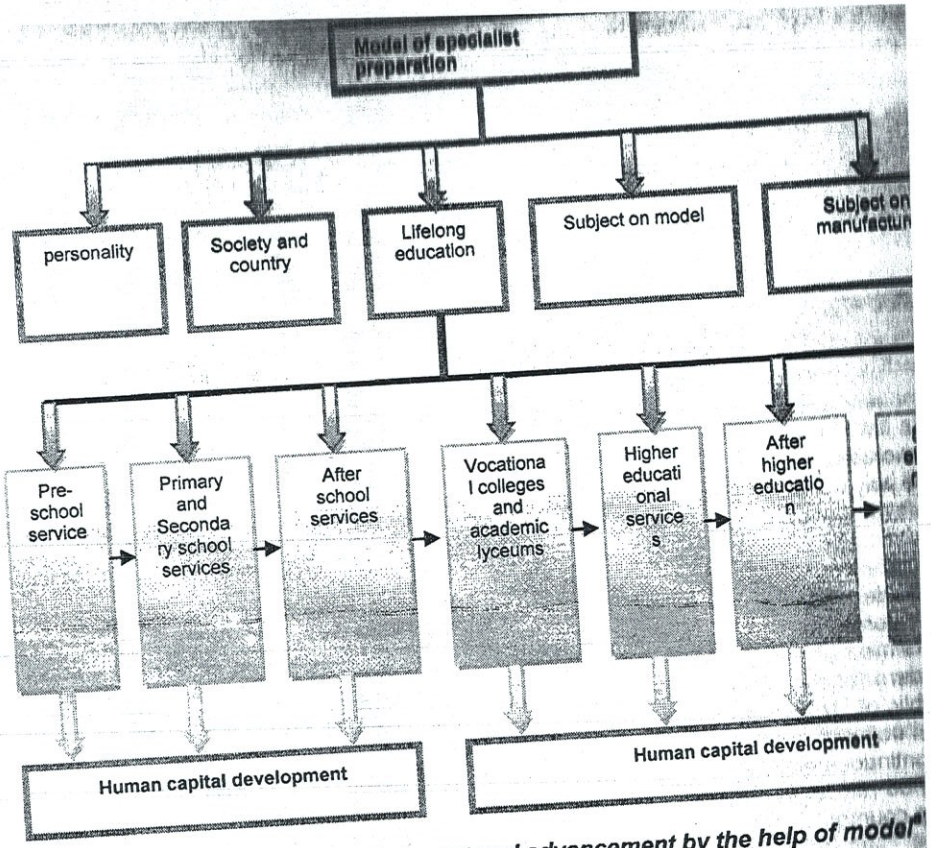
G. Becker has also mentioned his ideas on this issue with the relevant terms "Getting
ducation, obtaining production experience, healthcare, searching information are investigations on
uman capital".

At the initiative of the President of the Republic of Uzbekistan two important laws - "On
ducation" and "On the National program for personnel training" were adopted, which laid a solid
undation for the creation of a harmonious system of continuous education of the modern type. As
e result of their implementation in short historical period radical transforms happened not only in
e form but in essence of the education system of the country.

Today, thanks to the consistent implementation of the provisions of these laws in the
ountry, the national model of personnel training has been formed which is based on the principle
"person - state and society - continuous education - science - production".

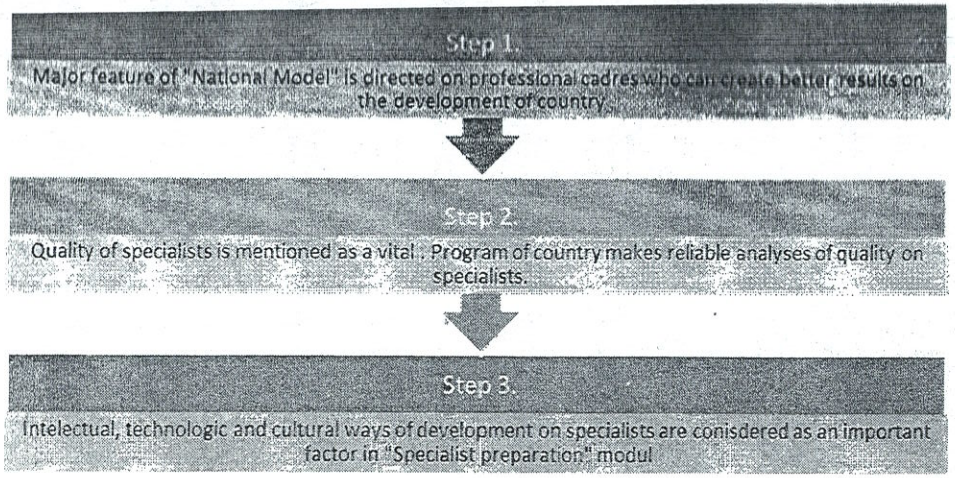
The results of large-scale reforms in education and training, the attention paid to the
entification and comprehensive support of talented youth, are clearly reflected in the successes
nd achievements of young Uzbeks, demonstrating a high level of intellectual training and skills at
estigious national and international competitions, contests and sports competitions.

The way of modifications requires 277 billion sums in the years of 2011-2016, while
aking changes in some sectors of it. We have made national model of development and the major
cus of it is directed on better standard of living. The main factor of Uzbek model of Specialist
eparation is stable and unstopped education (1-table).



Human capital development and advancement by the help of model

As we have concluded the way of the development requires the basic needs
specialists make great desire on the deployment of society as a whole. Above mentio
concluded following statements:



Conclusion

The way of conclusion makes final assumption that quality of education and specialists are l in the development of the country. Above mentioned model of Uzbekistan is mentioned as an ortant not only in Uzbekistan but also globally.

Uzbek model of education - key to achieve the goals of sustainable development, for over years of independence the Republic of Uzbekistan has carried out fundamental, structural and stantive reforms that have encompassed all levels of education system and its components, ch were aimed at ensuring its compliance with the long-term objectives and interests of the ntry, modern requirements, as well as international standards. At the initiative of the President ne Republic of Uzbekistan two important laws - "On Education" and "On the National program personnel training" were adopted, which laid a solid foundation for the creation of a harmonious em of continuous education of the modern type. As the result of their implementation in short orical period radical transforms happened not only in the form but in essence of the education em of the country.

Thus, summing up the above, it should be emphasized that educational system blished in Uzbekistan, and which meets the requirements of time and high standards gives ng generation of the country a tremendous opportunity to realize their potential, proves that it is highly qualified and professional staff, who make a significant contribution to stable and ainable development of their Homeland.

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THE CHALLENGES OF KAZAKHSTAN IN FINDING AND MANAGING SKI EMPLOYEES FOR THE HOSPITALITY INDUSTRY

Karataev D.D., Pazylkhaiyr B.M., Duisembaev A.A., Mussina K.P., Akimov Zh.M.

L.N. Gumilyov Eurasian National University

Kazakhstan

Abstract

The hospitality industry is one of the key sectors of economy. It will be always demanded increase the number of travels around the world. Therefore, it is true that people will alwa and explore some new places, which influences the development of the hospitality indus development mainly depends on skilled employees, which plays a crucial role for this However, according to Borneo Post [2], the hospitality has recently been struggling shortage of skilled employees. It can be especially seen in developing countries. One of the good examples of this situation is Kazakhstan. Recently, the development of the country has shown a significant increase and most famous hotel chains have opened the country. However, they are facing a great challenge in finding skilled employees that a proper development of the companies. The aim of this report is to evaluate this situation causes and challenges in the country and it will be given suggestions for solving the proble

Key words: Hospitality, skilled employees, Cultural evaluation of Kazakhstan, educational programs.

Introduction

The paper has chosen the topic because of its topicality for the industry. It relies o the situation of Kazakhstan but also other countries' experience. Most of global comp struggle in finding skilled employees when they enter to a new market. It is difficult for people who can match with the companies' concept. It requires expenditure a big amount for recruiting and training them. Another difficult step is the retention of the trained e These kinds of procedure takes a long time till the company started to operate properly. the companies send their employees to the market as expatriates. Most of companies, w operated, have faced these problems and it creates the main challenges for them in fi managing the skilled employees. Therefore, the paper seeks identifying these challeng causes.

The development of the hospitality industry in Kazakhstan

The development of the tourism industry in Kazakhstan has shown a significant recent years especially, in the international tourism market. One of the major reaso development is the support from the government which investing a great budget in the ind main attempts of the government are to build the awareness of tourists in Kazakhstan touristic product. Therefore, they have created several national and international pro

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