



Optimizing the Integration of Employment Information Systems for Higher Education Institutions Graduates

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Abstract: *One of the main problems of universities is the issue of monitoring the employment of graduates. The article provides information on the creation of a platform for the employment of university graduates in the digital economy, the development of a unified digital platform for the employment of graduates and the study of foreign experience in this area. The key factors contributing to the formation of young professionals are identified. The article describes the features of cooperation between an educational institution and employers: the features are analyzed, the results are described, and the prospects for cooperation are disclosed. Particular attention is paid to the analysis of professional and personal requirements for university graduates in the labor market.*

Keywords: *University graduates, monitoring, platform, employer, block chain technology, cloud technologies, digital economy.*

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Introduction

One of the main aspects of employment of graduates of higher educational institutions of Uzbekistan is to increase the competitiveness of educational institutions.

Guideline for resolving these issues in this area is the Decree of the President of the Republic of Uzbekistan "On Approval of the Concept for the Development of the Higher Education System of the Republic of Uzbekistan until 2030" PD-5847 of October 8, 2019.

In the conditions of modernization of higher education, it is important to develop the intellectual and creative potential of the younger generation as one of the main resources of the country. The state of youth is characterized by economic activity, i.e. desire and ability to engage in various activities (study, work, etc.).

Practical measures taken to employ graduates of higher educational institutions of the country, increase the competitiveness of educational institutions and their role in economic development, employment of graduates, their results, employment status and postgraduate education of graduates, factors affecting them and changes monitoring the employment processes of university graduates in

order to use a system approach, statistical, observational and comparative analysis in the analysis of dynamics over the years is one of the urgent tasks of today.

The digitalization of the economy has a serious impact on all socio-economic processes in general. Thanks to globalization and the active development of innovative technologies such as blockchain, artificial intelligence and cloud services, the digital economy has become an integral part of global and national economic systems. With the digitalization of the education system, we will be able to solve many problems.

Analysis of the literature on the research topic

Given the complexity of the topic, we see that it is covered in the studies of many scientists in the field of education. Many scientists are now working on this topic.

Many fundamental issues related to the employment of university graduates, the development of an effective mechanism for regulating relations between employers and educational institutions are very relevant.

Improving state regulation of interaction between the education system and employers M.G. Averkin, D.Yu. Bottaeva, L.A. Glazyrina, V. Demkin.

Among the works of Russian scientists devoted to the issues of information support for the balance between the higher education system and employers' organizations are A.A. Borisov, A. Gilmanov, L.A. Glazyrin, Ya. E. Lvovich, L. Shirokov, V. Yudanov.

Despite monitoring the process of employment of university graduates, many issues related to this issue remain unresolved. For example:

- 1) annual monitoring of the employment of undergraduate and graduate graduates is carried out, and these indicators should be brought to the attention of the Ministry of Higher Education, state bodies.
- 2) the collection of information on the employment of graduates is not formed on a single platform of an electronic database.
- 3) in order to collect data, university employees go on a business trip to different areas to collect data on student employment.
- 4) provide active assistance to unemployed graduates. Supervisors should contact the graduate under their supervision and provide the necessary.
- 5) even in the case of submission of documents for employment, the prosecutor's office checks whether the graduate really submitted these documents or these documents were false.

However, in our opinion, in the socio-economic development of the state in the context of the digitalization of the economy, insufficient attention is paid to the tasks of ensuring a balance between the education system and employers, monitoring the employment of graduates.

Research Methodology

In the process of research, the method of analysis and synthesis was effectively used. In the context of the digital economy, the state of integration of the platform of information systems of the processes of employment of university graduates will be studied. In addition, during the study, the author studied the scientific works of scientists who studied this topic, using a wide range of theoretical and scientific research methods.

Analysis and results

The employment of graduates is one of the important indicators of the demand for personnel and the satisfaction of employers with the quality of education. The technology of employment in

specialties, introduced at the Tashkent State University of Economics, is included in the system, which includes marketing activities to determine the demand for economists.

In 2016-2020, TSUE trained more than 3,000 specialists for the economy. University graduates work in various sectors of the economy: in the banking system; in the tax system; in the financial system; in marketing activities, in the field of tourism; in the field of education; in the field of management, etc.

The main indicators of the demand for graduates in the labor market include:

- the number of employed graduates;
- number of full-time graduates;
- the number of unemployed for good reasons: maternity leave, child care.

In order to monitor the employment of graduates, monitoring is carried out by specialists of the university, including monitoring of the employment of graduates. However, it is important to communicate with alumni for further analysis and systematization of data [1].

The main principles of monitoring today are: reliability, relevance, consistency, unity, accessibility [2]. Monitoring is carried out by collecting, processing and analyzing information. Data collection is based on a methodology based on personal, remote (telephone) conversations with alumni.

The main problem is that it takes a lot of time to complete this work.

The positive results of long-term cooperation with enterprises are:

- definition and analysis of priorities for the development of the youth labor market;
- obtaining reliable information on the number of employees;
- organization of joint events aimed at facilitating the employment of graduates (vacancy fairs).

It is planned to expand the practice of interaction with employers by establishing partnerships in the application execution system for training specialists in accordance with specific requirements in the field of knowledge, skills, and professional competencies (such experience has been successfully implemented in a number of foreign countries) [3].

Through the created platform, representatives of employers from different sectors of the economy will submit proposals and will select graduates that meet their criteria. Figure 1 shows the platform window. This creates a certain environment, which is necessary not only for the quality of education, but also for an objective assessment of the development of promising areas of development, solving emerging problems [4].

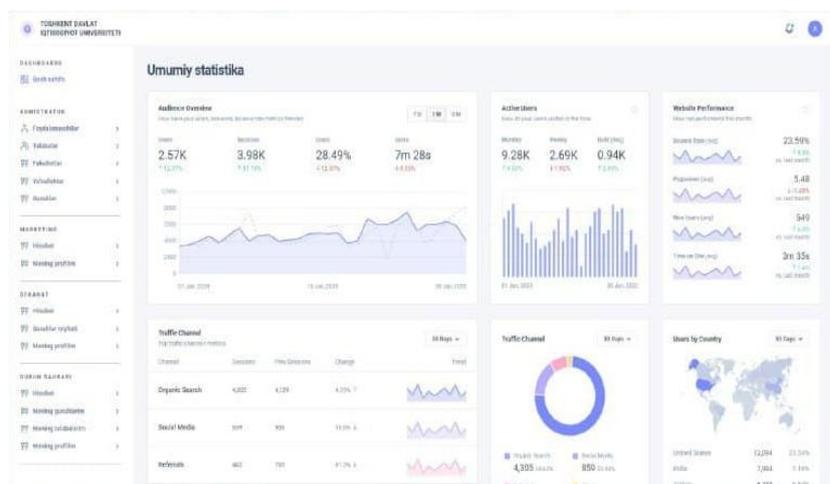


Fig. 1. Graduates monitoring window through the platform

While graduates and professionals in their field cannot find jobs in their specialty, employers spend years looking for specialists for certain positions. New technologies, artificial intelligence and robots - all this will radically change the labor market, leaving millions of people without work and further complicating the problem of human resources [5].

Thus, such work will allow us to get closer to overcoming one of the most important problems of modern education - the existing “gap” between graduates in the labor market and the quality of university education. Also, the close relationship between the process of training specialists and their subsequent professional activities, the implementation of educational programs, taking into account the needs of the regional labor market, determines the relevance and relevance of the knowledge gained by graduates. This determines not only rapid career growth, but also the opportunity to continuously study at other universities in the country.

Through the created platform, we can receive statistics of employed and unemployed in the form of diagrams (Figure 2).

According to the results of the study, the implementation of the platform will facilitate the work of the responsible departments of the university, the heads of enterprises for vacancies will be able to contact university graduates.

For example, data on the employment of graduates of Russian universities in the context of the transition to a digital economy are directly related to the Pension Fund.

A single platform will be created that will allow us to view and control information about the employment of university graduates of the Republic of Uzbekistan online for the university and the Ministry of Employment and Labor. This ensures the superiority of this project over foreign studies.

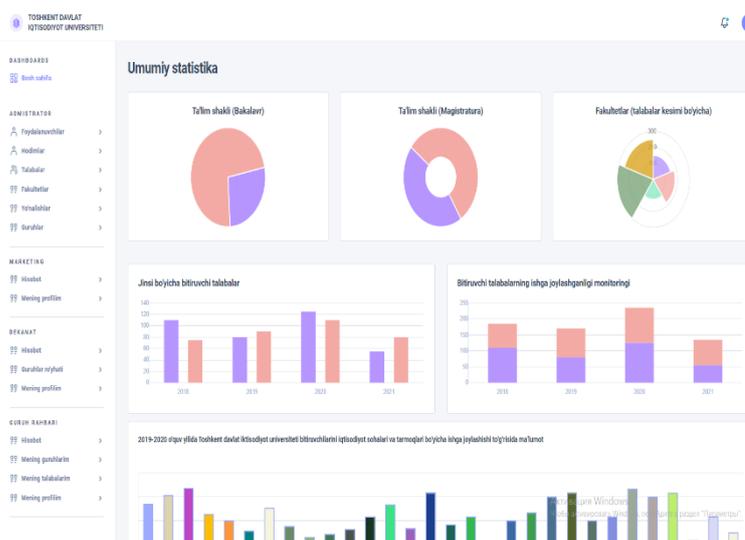


Fig. 2. Chart of employment and unemployment statistics

The proposed project will make a great contribution to the employment of graduates of higher educational institutions of the republic and the implementation of a transparent competition, while it will be focused on solving topical issues, both scientific and theoretical, and practical.

Conclusions and offers:

One of the important criteria for the effectiveness of educational activities in higher education is the employment of graduates. Based on the optimization of the integration of information systems into the process of employment of university graduates in the digital economy, the following results will be achieved:

1. A single platform (Graduate.tdiu.uz) will be created for the Ministry of Higher Education, which will collect information on the employment of graduates.
2. As a result of the creation of the platform, information on the employment of all graduates in enterprises and organizations is collected using artificial intelligence.
3. The proposed platform provides graduates with information about the organization in which they work, and as a result, a single database is formed.
4. Graduates will be able to view online statistics on employed and non-working students.

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