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ORGANIZATIONAL SYSTEM OF PERSONNEL POLICY AIMED AT IMPROVING THE QUALITY OF EDUCATION IN HIGHER EDUCATION INSTITUTIONS

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Abstract: This article analyzes the personnel policy aimed at improving the quality of education in higher education institutions. The research is conducted based on the IMRAD model, addressing issues such as the system of selecting professors and teachers, professional development and retraining programs, implementation of innovative teaching methods, development of scientific research, and expanding international cooperation. The results obtained indicate the need to modernize the higher education system by ensuring transparency in the educational process, enhancing staff qualifications, and encouraging scientific and innovative activities. Furthermore, the article presents practical recommendations aimed at improving the quality of education.

Keywords: Higher education, personnel policy, quality of education, transparent selection, professional development, innovative methods, scientific research, international cooperation, digital education.

Introduction: The higher education system is one of the important sectors that directly affects the social, scientific, and economic development of society. The competitiveness and intellectual potential of a country are directly linked to the quality of education in higher education institutions and the qualifications of professors and teachers. By providing quality education, implementing innovative methods, and organizing an effective personnel policy, future generations will be ensured to possess advanced knowledge and skills.

In recent years, significant changes have been taking place in higher education systems around the world. Principles such as achieving high positions in international rankings, applying innovative teaching methods, and integrating digital technologies play an important role in improving the effectiveness of education systems. Therefore, there is a



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need to scientifically organize and improve personnel policies in higher education institutions.

This article analyzes the scientific foundations and methods of organizing an effective personnel policy in higher education institutions. Within the scope of the research, issues such as improving the qualifications of professors and teachers and scientific research activities are discussed.

Increasing the Quality of Education through Development, Expanding International Cooperation, and Advancing Digital Education

Methods: In this study, the personnel policy aimed at improving the quality of education was analyzed based on the following principles:

1. **Transparent Selection System** – The methods for forming and monitoring the composition of professors and teachers were studied.

Open and Fair Selection Process: The selection of teachers and academic staff should be based on the principles of meritocracy, with independent expert committees participating to prevent corruption and subjective evaluation.

Electronic Application and Evaluation System: A special system should be developed for candidates to submit applications and assess their qualifications.

Public Impact and Transparency: The selection process should be open to society, with the qualifications, experience, and evaluation results of all candidates made public.

Continuous Evaluation System for Professors and Teachers: Teachers who pass the selection process should undergo re-evaluation annually, with their impact and scientific achievements recorded.

2. **Professional Development and Retraining** – The system of continuous professional development for higher education staff was analyzed.

Professional Development Programs: Special courses, seminars, and training sessions should be organized to develop modern knowledge and skills for professors and teachers.

International and National Cooperation: Opportunities for sending teachers to foreign higher education institutions for professional development programs and participation in scientific exchange programs should be expanded.

Adoption of Technological Innovations: Special courses should be organized on remote learning methods, digital technologies, and modern impact approaches.

Research-Oriented and Practical Education: Special attention should be paid to scientific research activities and enhancing practical knowledge during the professional development process.

Certification and Evaluation of Results: A system should be developed to evaluate the knowledge and skills of teachers after completing professional development courses.

3. **Implementation of Innovative Methods** – The possibilities of using modern educational technologies were considered.



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Active Teaching Methods: Interactive teaching methods, project-based learning, and problem-based learning approaches should be widely implemented.

Implementation of Digital Technologies: Organizing the educational process through electronic learning platforms, virtual laboratories, and artificial intelligence assistance.

Gamification and Creative Approaches: Integrating game elements into the teaching process and using innovative approaches to increase student motivation.

Open Educational Resources: Enriching the educational process by using free educational materials and open textbooks available worldwide.

4. **Scientific Research and International Cooperation:** The impact of academic research and international relations on personnel policy was studied.

The development of scientific research is a key factor in implementing innovative approaches in higher education institutions. Expanding scientific research and fostering international cooperation should be carried out in the following directions:

- **Scientific Grants and Projects:** Attracting national and international scientific grants for professors, teachers, and researchers, and directing them towards research activities.

- **Academic Exchange Programs:** Establishing faculty and student exchange programs in collaboration with leading universities worldwide to assimilate advanced experiences.

- **Expansion of Scientific Publications:** Encouraging professors and researchers to publish their scientific articles in high-impact factor journals.

- **Participation in International Conferences and Seminars:** Ensuring the participation of higher education staff in international scientific conferences and expanding scientific connections.

- **Establishment of Joint Research Centers:** Opening scientific laboratories and research centers based on international cooperation to apply advanced technologies.

Results: According to the research findings, an effective personnel policy should include the following structural components:

- **Personnel Department:** Forming, planning, and monitoring the composition of professors and teachers.

- **Professional Development Centers:** Ensuring the professional development of pedagogical staff.

- **Research Institutes:** Developing and implementing new innovative educational methods.

- **International Relations Department:** Establishing cooperation with foreign educational institutions and organizing academic exchanges.

- **Digital Education Center:** Promoting the use of online education and electronic resources.

Results: The findings show that improving personnel policy in higher education institutions leads to:

- Transparency and fairness in the educational process.



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- An increase in the number of qualified professors and teachers, and a rise in scientific potential.
- Enhanced international cooperation and academic exchanges, with the introduction of advanced practices.
- A significant improvement in the quality of education through innovative methods and digital technologies.

Discussion: The research conducted on improving personnel policy in the higher education system shows that a comprehensive approach is essential to enhance the quality of education. Based on international experience, the following aspects are of key importance:

- Continuously involving professors and teachers in professional development courses.
- Increasing the effectiveness of teaching through the implementation of modern pedagogical technologies.
- Supporting scientific research activities and expanding participation in international scientific projects.
- Effectively utilizing digital technologies and innovative approaches in the educational process.

Conclusion: The research results indicate that strategic planning and the development of personnel policy with innovative methods are necessary to improve the quality of education in higher education institutions. Enhancing the transparency of the professor selection process, improving the professional development system, encouraging scientific research, and integrating digital technologies can increase the efficiency of higher education institutions.

This research serves to develop practical recommendations for improving personnel policy in the field of higher education.

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