

### Issues of Training Of Specialists and Working Personnel and Raising Their Cultural and Technical Level

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**Annotation:** The article pays special attention to the examples of tazad art used in Erkin Vahidov's "Devon of Youth". Also, the examples taken from the Divan are explained in detail. The artistic value of Tazad art and its place in the divan are explained.

#### Introduction.

In September 1946, the Union government adopted a decision "On measures to increase the number of workers trained in vocational and professional educational institutions and schools of the Federal State University of Technology and to improve the preparation of labor reserves." In the decision, it was noted that it is necessary not only to train students professionally, but also to raise their general cultural and political level. After this decision, attention was paid to providing industrial enterprises of the republic with workers. In 1946-1950, 74,100 industrial workers were trained for industrial enterprises in Uzbekistan.

However, after the Second World War, there was a high demand for technical workers in various industries. Usman Yusupov, the first secretary of the Central Committee of the Communist Party of Uzbekistan, touched on this in detail. There is a great need for manpower in engineering and industrial enterprises. Because in the last two years (1946-1947), the number of workers in 23 large enterprises decreased by 11 thousand people due to their dismissal. The number of young Uzbeks studying in vocational schools and vocational schools is very low, and it is noted that the training of new workers in the enterprises themselves is in a bad condition.

In the first years after the war, special attention was paid to the provision of personnel to

the cotton ginning industry. In 1947, 380 workers and specialists were trained in technical schools and educational institutions for the cotton ginning factories of the whole republic. In particular, at the beginning of 1947, specialists were retrained in various educational and vocational schools for the cotton ginning industry. In particular, according to the plan, 1,150 employees will be trained in individual training at factories and enterprises, and in practice 792 employees will be trained, according to the plan, 1,000 employees will be trained at Tashkent, 495 employees will be trained, and 200 employees will be trained at the Stakhanovchilar school. 68 employees were trained, according to the plan, 100 employees were to be trained in the second training course, in practice 25 employees were trained. During this period, there were 4093 stakhanov workers and 3896 advanced workers. That is, during this period, retraining courses at factories and enterprises were very slow and the set plans were not fulfilled.

If in the years under study, personnel in the central regions of Uzbekistan were trained more in industrial educational institutions, then in the regions far from the center of the republic, personnel began to be trained directly in production itself. In particular, it was the most popular and early effective way to train new workers with individual training courses at factories and familiarize general employees with technical equipment. In 1947, 691 and in 1948, 674 employees received training. In 1947 and 1948, 1,211 employees received training in technical schools for light industry. In 1948, only 20 employees of factories of Andijan regional trust received training in FZO schools, and 79 employees received training in private training courses at factories.

In cotton ginning enterprises, continuous training of newly hired employees was carried out. In 1947, 90 of the new workers in Namangan region were appointed to upgrade their skills and 86 of them upgraded their skills. In 1948, 65 were given in the plan, and 70 of them were actually qualified. In 1948, 130 employees of the regional trust were trained at technical schools, and 86 of them were trained at the Namangan  $\frac{3}{4}$  plant. Also, training courses were organized in Stakhanov schools and other courses.

Also, during this period, the qualifications of the leading personnel were continuously improved. In particular, in 1949, the Ministry of Light Industry of the UZSSR decided to upgrade the qualifications of a total of 1,685 employees from regional cotton production trusts. Out of this, the heads of cotton processing centers totaled 150, 25 from Fergana region, 30 from Andijan region, and 20 cotton processing managers from Namangan region were trained. On December 29, 1950, the cotton ginning department of the UZSSR Ministry of Cotton Production started training 750 personnel for 1951 on the basis of a 120-hour program. In particular, on the basis of this program, 85 managers in Fergana region, 100 in Namangan region, and 100 in Andijan region will be trained. Also, the qualifications of the representatives of various fields were improved in the republic's cotton production enterprises. A total of 735 commodity experts from the trusts have been trained in the republic, 170 of them from Andijan region, 80 from Namangan region, 360 laborers across the country, including 65 from Fergana region, 85 from Andijan region, 55 from Namangan region. Accountant workers totaled 440 in the republic, 65 from Fergana region, 85 from Andijan region, 55 from Namangan region.

In most cases, the plan was not implemented. In 1949, the Ministry of Light Industry of the UZSSR required 3,410 employees to be trained. However, 1,606 (47.0 %) employees received training. Out of 442 employees from Namangan region, 81 (18.3%) received advanced training.

As mentioned above, with the support of vocational training colleges, most of the vocational training courses began to be organized in the factories themselves. Also, lack of educational level in non-professional and technical colleges established under various industrial technical colleges, the sudden increase in the demand for workers for the first processing of cotton in the period of increasing cotton raw materials put the establishment of special educational institutions for the training of workers of the cotton ginning industry on the agenda. In this regard, after a series of proposals for establishment in the Fergana Valley, where cotton growing is relatively developed and the cotton ginning industry has developed, it was agreed to make a decision on the establishment of FZO for the cotton ginning industry in the cities of Namangan and Fergana. In order to quickly solve the problems of providing personnel to the cotton ginning industry, in order to establish educational institutions related to the cotton ginning industry and only training representatives of this industry, the order of the Minister of Light Industry of the USSR No. 1716 of October 13, 1949, in accordance with the decision of the Council of Ministers of the USSR of Uzbekistan No. 2038 of November 9 1949 of the Ministry of Light Industry of the Uzbek SSR. On December 31, the order No. 519 "On the establishment of cotton ginning industry schools in vocational educational institutions and FZUs transferred to the control of the Ministry of Light Industry of the Uzbek SSR" was adopted.

In the decision adopted by the Ministry of Light Industry of the Uzbekistan SSR and the Department of Labor Reserves of the Uzbekistan SSR, the craft schools in Fergana and Namangan were transformed into FZU (factory educational institutions) schools, and the FZU in Fergana was established on the basis of the Fergana cotton ginning plant. Attached to Namangan ginning plant No. 3 to FZU in Namangan. According to the regulations, the period of study of students in FZU schools is 2 years, it is planned to accept 300 students in Fergana FZU school and 200 students in Namangan FZU school. It is planned to continue the training of FZU employees until July 1950 in accordance with the curriculum and program of the Ministry of Food and Beverage. It is noted that the admission of students to FZU schools should be among 16-18-year-old boys, mainly children of workers and employees of cotton ginning enterprises. Buildings belonging to FZU schools. It is not possible to transfer tools, inventory and other items of equipment for other purposes as substitutes for personnel. The costs of maintaining dormitories for students of FZU schools, including the salaries of administrative and household staff of the dormitories, as well as the repair of necessary items for the dormitories, are carried out on the basis of the economic estimate. Comrade Rosinkiy, the head of the production and planning department of the Ministry of Light Industry, is responsible for the allocation of expenses for the education of 500 students educated at FZU for the Uzbek main cotton committee, and the independent enterprise, which is considiated by the enterprises of the FZU school, operates on the balance sheet. The heads of the Republican Cotton Processing Trust, the Fergana Trust and the Namangan Trust, the director of the Fergana cotton ginning plant, the director of the Namangan No. 3 cotton ginning plant, and the directors of the FZU schools, are expected to draw up an estimate of the income and expenses of the 1950 training sessions, seminars and submit it to the ministry for approval within 1 week. . FZU schools and Stakhanovchilik schools opened wide arms for the employees of the Fergana, Andijan and Namangan regional cotton production trust of the Ministry of Textile Resources for the enterprises of the Ministry of Light Industry.

The Council of Ministers of the Uzbek SSR, the SSR and the Central Committee of the Communist Party of the Soviet Union (b) June 1951, the project on "Measures for personnel

training in the cotton industry" was prepared. As noted in this meeting, the increase in product volume has led to an increase in the demand for specialists in the field. For example, 30% of chief engineers in the cotton ginning industry have higher education, and there are almost no mechanics with higher education. 20% of the employees of the quality control department are highly educated specialists. Also, the rest of the representatives of this field are practitioners. As a result of intensive construction, electrification and mechanization works in factories, preparation points and various departments of industrial enterprises. The demand for construction mechanics has increased significantly. The lack of construction mechanics in most enterprises has a negative impact on the development of construction work in the field. In particular, expansion of Fergana and Namangan FZO schools requires equipping with technical equipment. Also, the lack of technical knowledge of employees, picking cotton and ensuring the safety of bags began to show. Most of the managers and heads of training centers are practitioners without secondary education. Also, due to the acceleration of construction, mechanization and electrification works in the field, it is noted that in the next 2 or 3 years, there will be a need for 1,000 accounting accountants, 500 laboratory technicians, and 200 rural agro technical workers in the purchasing department. and it was noted that the educational process is not up to the required level.

It was also noted that the number of personnel in the contingent of representatives of the management field is extremely limited, and the representatives of the country are also in short supply. One of the biggest problems was the lack of literature in Russian and Uzbek, which plays an important role in the training of personnel in the cotton ginning industry, but also in the entire cotton industry.

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