

**THE REPUBLIC OF UZBEKISTAN**  
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**Faculty of “Managing building construction”**

**Student of 401 Management group**

**Kuldasheva Zebo Xoljigitovna**

**Stimulate the interest of staffs’ labor in Higher education  
institutions and social protect them**

**“Higher education institutions to protect and promote social  
workers”**

## **Final qualifying works**

**Supervisor: senior lecturer U. Muhammadiev**

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## INTRODUCTION

**Actuality of the theme.** The country gained independence, is one of the most important tasks first and the interests of its people at the center of the reforms being implemented in all the changes that remain focused on the ultimate goal to improve the welfare and living standards of its population noted that not a secret for anyone. One of the most important principles of the model, strong social protection by the state define the extent of the reforms carried out in this regard that it is important that their rational and effective is reflected in practice.

Remuneration of labor and social protection of employers' of institutions of higher education to take its rightful place in the system of social protection issues. The proof of the fact that the President of the Republic of Uzbekistan "to improve the system of payment of the higher education institutions of the republic and the measures to strengthen financial incentives," PP-926 dated July 24, 2008 have been prepared in accordance with the decision of the Cabinet of Ministers resolution No. 164 of August 1, 2008 approved the "Regulations on higher education institutions to pay workers" wages for employees of institutions of higher education are reflected in the basic normative documents regulating.

According to President Islam Karimov, "Providing employment, income, primarily as the creation of new jobs remains the most important priority of social policy ...."<sup>1</sup>

Based on the above, the promotion and social protection of employees of higher education institutions to improve the quality of education is a very important subject as its rating of the world's most prestigious higher education institutions to join the work of highly qualified teachers and their important role in improving the efficiency of education management of social protection plays.

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<sup>1</sup>I.A.Karimov "In 2015, the implementation of major structural changes in the economy, and to continue the process of modernization and diversification of private property and private business opportunities at the expense of the priority task".The people said, on January 17, 2015

The work of qualification in the subject, the subject of the Samarkand State Institute of Architecture and Construction, the higher education institutions of the Republic of Uzbekistan, Samarkand State Institute of Architecture and Construction, including promotion and protection of economic, social workers and legal relations.

Higher education institutions of the Republic of Uzbekistan in the field of promotion and social protection of workers has been developed through the study of legal documents and identify ways of improving the implementation of qualification is the purpose of the work. Achieving the goals it is necessary to solve the following tasks:

- Regulating the payment of employees of higher education institutions in regulatory documents;
- The cost of higher education institutions in foreign countries, the introduction of the position of the payment structure of labor;
- Higher education institutions, as well as ways to encourage social workers to investigate methods that apply to the practice of the Institute for the protection of;
- Higher education institutions, including the work of the Samarkand State Institute of Architecture and Construction, as well as suggestions and recommendations on the development of social protection;

Higher education institutions to further improve the system of labor remuneration of employees and the level of education and training and improving the quality of their material productive sectors of the national economy and the introduction of a mechanism to stimulate the demand for highly qualified in the areas of contribution to the competitive structure of the training of teachers to ensure appropriate assessment Turkey is one of the main objectives of the government. For this reason, the Ministry of Higher and Secondary Special Education, Ministry of Labor and Social Protection of Population and Minister of

Finance from September 1, 2008 by professors and teachers of higher educational institutions of the basic structure and payment of staff salaries, including the current regular allowances and additional payments improved with the introduction of the system.

In the final qualifying not only in the republic but to pay foreign institutions of higher education, higher education institutions and encouraged the workers learned their social protection.

The qualification structure of the main part of the work, two chapters, conclusions and proposals, and applications. The size of the final qualifying pages.

# CHAPTER I. THE THEORETICAL BASIS OF THE HIGHER EDUCATION INSTITUTIONS AND PROMOTING THE WORK OF STAFF AND MOTIVATION

## ***1.1. Motivation of personnel theories and mechanisms of management***

Based on the effective management of people, lies in his desire to understand. But the man knows what he needs to give an impetus to the activities of individuals can develop efficient methods of managing the system. To do what he or she needs to be visible to the pursuit of activities aimed at and what people need to know the development of targeted aspiration.

Motive - a reference human activity, defined as operating limits and to achieve specific targets, and it is a reference totality of internal and external forces. Motivation of the influence of many factors, mainly the inner world of a person, depending on the needs, within a certain period of time or can be changed under the influence. To open all aspects of the concept of motive may be necessary to consider the following three aspects:

- Which aspects of human activity to be under the influence motivation;
- The ratio between internal and external forces that affect a person;

As the human soul to eat, sleep, relax and restore their strength, the needs of self-preservation of the hot-cold. This material needs, clothing, food, housing, and can be expressed as the others. Together with the material needs of man, there are socio-social needs of these educational, cultural level implementation, training, skills, be able to live long and healthy life. The form of the aforementioned needs by providing a variety of services that are not satisfied. There is this constant need, is a feeling of lack of something. Every person needs individual look. There are certain things that need human, he stops and takes a lot of satisfaction expressed. People the opportunity to try out different ways to meet him. If you are trying to repayment it is not possible to satisfy the demand, or will not care for them. Needs can be consciously and unconsciously. The motivation of the person makes a

purposeful movement. The motivation of each individual human activities and nature. Motion moved man, but also determines how the implementation of this action. Motion on the same satisfaction demand, even if it consists of different people through different means. Consciously motivated.

Human motivation may be trying to influence them. One with the motivation of human behavior, but the motives of human action, depending on the degree of impact is determined by the totality of motives associated with each. When the motivational structure of the human person is the basis of a specific action. Motivation least in the person of a certain action is the process of encouraging the formation of motives. Motivation is the basis of human management. The effectiveness of management Motivation how successful the process of being connected. For the purposes of Motivation 2 main types: First, to get the desired results, and to encourage human action as a result of external influences created by a motivated. Motivation this type, it is important to know what motivated to bring the desired result.

The second is to establish the type of human motivational structure. In this case, the main focus of attention as a man motivated desire is to develop a desire to prevent the results from motifs that is lost. This kind of education, and to obtain concrete results can also be connected with the movement of a person. The second type of great power, will require a strong knowledge and skills, because the results of the first type is always superior results. I learned colleagues managers under the management of a successful and achieved good results.

Motivation people who will be affected by a variety of methods and techniques to the man. Motivation of in some ways, can be a motivation. Knowing how to motivate people motivation, you can manage the behavior of the person. Motivators different types of awards will be awarded punitive punishment, can not be forced to make. The motivation may be made before or after the enforcement action. Stimulant to play the role of anchor tension, they will lead to a motive movements. As an incentive to do as a result of the efforts made by people.

Here replaced by things that compensation actions, it may be that some of the items or promises. Not every incentive to consciously manage one. Is applied to a variety of incentive Motivation stimulating. Stimulant - this should be motivated to carry out the engine.

The association developed the relationship, stimulating much less used in the management of people. Motifs will affect the character of the following activities: strength, mobility, stability, conscientious, and orientation. One can perform a variety of human effort to do so. May be the result of human action. The importance of which is the quality of the work of one man, the other tries to quality heart of all things. Activities that affect the motivation of the third characteristic of the work consists of the development and the end stability. This activity is an important characteristic in many cases, people quickly lose interest in another job. Pure honesty in carrying on with the work of the task to be responsible to comply with all necessary requirements and regulatory norm. The characteristic of the human tendency to carrying out certain activities as a desire to do it. To manage the human need to know the direction of the movement. Using this movement motivated you need to know the specific goal. It summarizes all the characteristics motive for the concept of human effort, pure conscience, to reach a certain goal is the sum of the forces to carry out activities to direct spending.

**Motivation** process, if, theoretically, will consist of six stages in the form of a succession. Naturally, such a process is to build conditional processes adapted to the detection limit of real life and motivation does not exist.

**Phase I** Person may appear obvious lack of demand. Man will appear at the right time and opportunity necessary to find and eliminate the need to act. Needs will be different. Conditionally can be divided into 3 groups: physiological, psychological and social.

**Phase II** - a way to eliminate the need for search. The need to eliminate the man who came to the human problem: please, seeks to suppress the perceived

**Phase III** - determine the direction of the movement. Human what to do, how to recognize. At this stage, - The desire to achieve what should I do?

- The extent of what I want to accomplishments?

- I want to get something to what extent the demand lost? Four associate moment.

**Phase IV** - implementation of the action. At this stage, which eliminates the need for human effort to carry out the action. Targets have been revised at this stage, can be changed.

V-by-step - a reward for the work.

Something which meet the man do his job. Determined that the result of the work done at this stage. Motivate activities related to it or stored prevented or observed.

Eliminating the need for **Level VI**. Decline in demand and demand as well as a decrease in the level of activity or decreased, depending on the need for people to stop their activities until there is a need for new or loss on the look for the opportunity to continue the work. Motivated character what it needs in the process of moving. However, in response to the demands of a complex, dynamic, and increases the influence of one or other needs deny. This is the motivation to those who organized the relationship between nature and the changing times, can be a serious change in the direction of the movement. For this reason, human motivational structure is very deep learns can also see a variety of unexpected changes in her behavior. Each specific to a particular person and expected another factor that motivated some of the same structure and motivation of the people is a different level of dependence on each other.

## ***1.2. Encourage of the staffs theories and stages of management***

Some people strive to achieve strong results, while others may be relatively weak. Stimulation of the human factor enable a broad democratic basis, to taking care of the interests of its management. Depending on the final results of the work are likely to encourage the staff. Thus the financial incentives and the right to choose the method it is important to taxpayers. Always encouraging managers to become an important and powerful function. The importance of this, managers will always work with people, communicating with workers. Managers for the people to unite in order to achieve the objectives of the organization and what their behavior to get a lot of information about incentives.

Important aspects of social service activities to promote a variety of factors. These factors make the team performance targets for the development of social programs and plans to improve the results of joint efforts should actively work in the field. This social initiative, which is characterized by good example in the development of material and moral encouragement of the staff. Every business and organization in a way that they encourage enterprises and employees to achieve the objectives of the organization of labor, time, energy, intellect fill the position. The most common and usual form of motivation, of course, about the award or payment of money.

But there are also other types of payment of compensation to the employees of these companies and organizations paid employment beyond the awarding of manufactured products, as well as charitable organizations to participate in the various activities of the members of the spiritual, and other similar satisfaction. Thus, for the successful development of the organization, personnel selection, training, evaluation and promotion, management, development of special methods of organization of this process, and the need to improve them. In general, methods, and events, is a human resources management system software.

Traditionally, these four systems, they are the basic functions of human resources management system, personnel selection, training and evaluation and encouraging them to increase their skills. Sometimes these last two systems are closely related to each other because they merged. There are many theories about their managers to encourage people to work effectively in different directions. Managers will reflect deeply on this, because the desire to promote directly or intentions are encouraged to take any action when the event failed. They only after the conclusion of the work, the employees themselves should be carried out. In addition, there is a theory of why and how to encourage people to theories with managers to ensure effective ways to achieve this are different. Now with the new and old theories organized to investigate, and to encourage him to work on the application of ideas harmonizing.

Encouraging not only affect the level of a worker to do the work, but to all the workers of the enterprise. There are two factors to stimulate the "talent" is and how to achieve a high level to keep the "skill" factor. Talents and abilities to promote mutual connection factors. Because the gifted and talented employees are encouraged. If you do one of these two factors is weak growth is too weak and vice versa.

Effective use of each individual employee depends on his ability to do the job. The capabilities of the employee's professional qualifications to perform the tasks assigned to the availability of adequate levels of physical strength and endurance is the existence of a common culture, etc. For example, a university teacher to understand the spirit of the skills students learn science program, speaking in front of an audience, outlines an exemplary control them and to give them advice and coaching to be understood.

According to the evolutionary stages of the managers of the management of the following three methods to stimulate. These include:

### **1. The traditional method.**

## **2. The method of human relations.**

## **3. The method of human resources.**

Encouraging managers will make sure people icons order management through three methods.

The traditional method. Frederick Taylor and scientific management of this method is the method of scientific research, in conjunction with the primary schools. According to this method, the managers, the professional and encouraging employees salary structure will be used. Experience shows that workers are often laziness and managers understand this situation, the fate of workers with a financial reward, even if their work will help a little. In most cases, this method is effective.

In addition to traditional payment systems (piece and time based) payment work on the rating of working life to pay for the value of labor, the labor participation rate of payment and so on are applied. In addition to the traditional systems in the context of transition to market economy, taking into account international experience in the following systems will be implemented, such as: participation in the profits, shareholder participation in the capital, fixed or managerial employees to pay for the costs of transportation and means of transport, medical services, education program, various insurance, compensation and benefits, preferential loan system and others. The prestige of this system work, individual initiative, and the various aspects of the core of his creative activity aimed at stimulating. For example, the share of use of the system established fund formed to encourage him. That is the category of Truth, can affect the profits of the Fund staff is encouraged.

## **The method of human relations.**

The traditional method of stimulating did not last long. Elton Mayo and the Scientific Research Institute of "humane treatment method" worked on. Did Mayo

and convince others, knowing the needs of managers social workers, and to make them feel important and useful the work of the enterprise will be encouraged through the promotion. The traditional method has been developed by the workers and by the workers, which can be achieved by implementing an effective system is expected to receive a large amount of salary as a result of management powers. Human relations under the supervision of the workers' leaders, spiritual attitude towards them and always pay attention to their needs should be adopted as a result of management powers.

### **The method of human resources.**

MakGreygori and later as Maslou and Argris theoreticians and Laykret criticized the scientific method of human relations, such as adequate. According to these theorists, or factors such as to meet the needs of their workers, but also can meet their needs and achieve significant business success. So that workers in decision-making and responsibilities to carry out their duties. Personal aspirations of human behavior has been understood there is any one thing. To live a normal life, food, housing, weather, if necessary, for women and girls should be seen for their beautiful decorations.

In great quantity and diversity of human needs, from the initial needs. These are caused by the human physiology brought food, air, sleep and needs of others, and to ensure that they are used as a human species. Secondary needs is vital in the process of development and to make the experience. They are the primary needs of a wide range of types, a psychologist living conditions for the development of the society, dependent on social norms accepted in the group.

All a person needs is the reason for the origin of the diversity of its activities. What is the cause of human movement, as internal factors, it is dependent on specific needs. For example: a well-skilled unemployed workers seek new jobs. The reason for such behavior not satisfaction work, performing the functions of the decrease in interest, perhaps, along with the head of the changing conditions and

the intensification of tensions in relations with colleagues, and the team may be other reasons. This is true in all cases, staff conduct their turn to go into the causes of the best from employees stood closely as possible to avoid conflict prevention.

A.Maslou social stimulation to establish a hierarchy of five needs:

1. Psychological needs. According to the basic perforce.Maslou's necessary for the provision of housing, human, first of all, to meet these basic needs. Basic needs, food, clothing, housing, and other needs that level of sleep needs to reach an important step.

2. Security needs. Contains any external demand to avoid danger.

3. Social needs. Love and social relationships.

4. Respect. Achieve self-respect and to demand respect for the needs of others.

5. Self-rise office and enable the implementation of its straight their needs.

Motivation manager of one of the conditions for effective knowledge and skills.The subject of the motivation of people, and through them to determine the effectiveness of any system motivation.The effectiveness of the main motivational factor because it is the result of the implementation of the service.As a result of motivation to carry out more research on. Modern motivational management in order to ensure the productivity of labor resulting motivation is to be motivated to carry out the process. Motivation on the basis of a systematic approach to motivational management, we are looking at the main aim of the organization is facing the formation of the motivational environment will be a witness. The main objectives of the system of the motivational management approach consists of the following:

- To attract talented and qualified teaching staff in the educational process;

- To keep the most qualified professors and teachers as possible and use them effectively in improving the quality of the educational process;
- The establishment of a high level of educational process for the continuous motivation of teachers and professors;
- Professors and teachers in order to improve the level and quality of the educational process to the continuous adaptation of advanced educational technologies;
- Through the introduction of modern information technologies in the educational process of their normalization efforts. Motivation - this is not only the distribution of awards. Failed to fulfill their duties staff just to punish violations of labor discipline or motivate them to improve their operations.

## The needs of the personal, organizational and psychological effect of environment<sup>2</sup>

**Table 1**

Environmental and psychological factors	All kinds of psychological factors of the environment and personnel needs of the organization (for the manager and all the staff)		
	Successful activity	POWER	In normal activity
structural limitations	reduces	increases	reduces
responsibility	increases	-	increases
Support	increases	-	increases
reward	increases	-	-
dispute	increases	increases	reduces
The normal course of business	Increases	-	-
Prestige, influence	-	reduces	increases
Risks	Increases	-	-

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<sup>2</sup>FaktorovichAllaArkadevna - Methodology value-motivational quality management education the dissertation author's Pedagogical Sciences

One of the achievements of modern motivational management through the use of management personnel how to perform the work at the center of attention, the quality of the ways to do it and, of course, is done on a voluntary basis. Under normal circumstances, the final results of the task - or products made from fruit. This form of management, motivation tools with very high accuracy, saving time through the use of financial resources creates.

"The first advantage": Personnel motivation as a result of light work sincerely and in good working order;

"The second advantage": as a result of motivation to begin to feel more deeply involved in its organization and personnel moves closer to self-organization. To identify the main priorities. The focus of the activities of the personnel motivated actions to be taken into account.

Education Management motivational point of view can identify and motivated management. So to the extent that they are different from each other. Motivational management - high-level managers, department heads as well as a direct function of the duty personnel specialist. Motivated management - high-level managers, heads of departments, as well as specialist personnel on their personal qualities, motivation psychology and duties of the personnel system, taking into account relevant aspects of their relationship.

## Purpose and controls of motivational management <sup>3</sup>

**Table 2**

<b>PURPOSE</b>	<b>Motivational management controls</b>
<b>To identify the main priorities. The focus of the activities of the personnel motivated actions to be taken into account</b>	<ul style="list-style-type: none"> <li>- Value orientation</li> <li>- Personal motives</li> <li>Private channeled</li> </ul>
<b>To develop a system of continuous labor</b>	<ul style="list-style-type: none"> <li>- Staff positions preview</li> <li>- Remuneration fairness</li> </ul>
<b>Using motivational management. Motivation intangible methods</b>	<ul style="list-style-type: none"> <li>- Management</li> <li>- Teacher-student system</li> <li>- Leadership Capacity</li> <li>- HR decision attraction to</li> <li>- Working to enrich the content</li> </ul>
<b>During the transition period to improve the working of the system to encourage staff</b>	<ul style="list-style-type: none"> <li>- Staff training analysis</li> <li>- Change Management</li> <li>- Training and retraining strengthening the system</li> </ul>

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<sup>3</sup>Aydinov Murat Halinovich - Formation of the motivational mechanism of management personnel at the enterprises of the textile industry, the thesis abstract on competition of a scientific degree of Candidate of Economic Sciences, 2004

### ***1.3. Higher education staffs works encourage and the role of social protection of labor payment***

In the center of the reforms being implemented in the country during the years of independence, its ultimate goal is that the interests of all the changes aimed at improving the welfare of the population. Reasonable and seemed to be proved in practice to be effective and recognized by the international community as one of the principles of the Uzbek model of reforms of social protection is very important appointment. Remuneration of labor and social protection of employees of institutions of higher education to take its rightful place in the system of social protection issues.

Because in Republic of Uzbekistan higher education institutions to improve the remuneration of labor and social protection of employees of almost 32 thousand high-potential employees directly related to the interests of teachers. President of the Republic of Uzbekistan, "the Republican staff of higher education institutions in the payment system and measures to strengthen the financial incentives for" approved "Regulations on higher education institutions to pay workers" wages for employees of institutions of higher education are the main normative documents regulating. This Regulation or a mixture of the state budget funded institutions of higher education professors and faculty and staff in order to pay and conditions.

Salaries of the basic salary of the staff of higher education institutions, as well as the legislation stipulated in the Regulation mentioned above and includes service charges and additional payments. According to the current regulation, the salaries of the employees of the university:

- Institutions of higher education professors and teaching staff and administrative staff position for each basic salaries of established;

- Employees formed the basis of the charges and additional payments in accordance with the law. Professor - the basic salaries of the members of the teachers:

- Staff position;

- Scientific degree, academic title, depending on the availability of differentially. The basic salaries of the heads of higher education institutions, higher education institutions that belong to the group of the first group of students determined on the basis of the contingent of more than 2000 institutions of higher education, while the second group includes the contingent of students, which is less than 2000 institutions of higher education.

Part of the leaders of the rector of the higher education institution, the rector, dean, deputy dean, the director of the higher education institution's branch, deputy director of the party. Head of the Department of professors and teachers, professors, lecturers, teachers, assistant teachers, experienced teachers into positions and the positions of the decision of the Cabinet of Ministers No. 10 of February 20, 2006, approved by the higher education institutions, teachers, staff recruitment procedure on the basis of competition. In accordance with the Regulations place. Salaries of the basic salary of the staff of higher education institutions, as well as stipulated by the law includes additional charges and fees.

According to the current regulation, the salaries of the employees of the university:

- Institutions of higher education professors and teaching staff and administrative staff position for each basic salaries of established;

- The additional payments based on the legislation.

Professor - the basic salaries of the members of the teachers:

- Staff position; scientific degrees, depending on the availability of the scientific title stratified. Schemes for the basic salaries of the two positions professors and teachers on the content provided by the state to pay the salaries of the schemes for the approval of these positions by the rector of the higher education institution in the number of employees and the relevant ministries (agencies) for this institution of higher education within the framework of the Fund in this category is calculated on the salary of employees determined. At the same time, academic, school, work experience, education and add an active contribution to the process of higher education institution established by the head of the other indicators are taken into consideration.

Change the basic salaries of the staff of higher education institutions:

- In accordance with the Decree of the President of the Republic of Uzbekistan exceeds the salary of employees of budgetary institutions;

- Employees of higher education institutions will be moved to another position. Decree on increasing salary of the President of the Republic of Uzbekistan in connection with the case of changes in the basic salaries of the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan and the Ministry of Labor and Social Protection of Population on pedagogical change and the amount of the basic salaries of the staff of the joint command excreted. With high professional skills and the quality of the educational process and scientific research to improve the contribution of professors and teachers in order to encourage the awarding of representatives of labor, material, and financial incentives for employees of budgetary institutions and organizations they established a special fund shall be paid a monthly allowance. The structure of institutions of higher education professors and teachers in educational, scientific, methodical, scientific research, organizational, methodological, spiritual and educational work -ethics and load positions (head of department, professors, lecturers, teachers, assistant teachers, trainee teachers)determined by the Ministry of Higher and secondary special Education of the Republic.

The remuneration of the staff of higher education institutions and to recognize achievements in the field of social protection, saying that there are some problems.

In particular, the marketing department of the university deans, academic departments, agencies such as the Department of Foreign Affairs in determining the salary scale in the 3-4 class, heads of departments of the 5-c, in some cases, 12-bit direct cause of the present positions in higher education highly qualified staff are required to work, teachers and even the structure of assistant professor of basic wage markup is 13-bit.

Contribution to the university heads of structural divisions in the organization of the work of staff and a large proportion of their drawing rights, labor and an appropriate amount is proposed to be established. The heads of structural divisions of the university professor salary, the salary of the employees in accordance with the purpose of determination of the level of the basic salary of a senior teacher. This process of structural divisions of the university to attract highly qualified personnel and to improve the efficiency of management.

The rights of employees of structural subdivisions of higher education institutions at least assistants, department heads and senior lecturer in the basic monthly salary must ensure that the level of salaries. For this purpose, the Ministry of Labor and Social Protection 1 and 5 April 2001, the Ministry of Finance, approved by the Resolution No. 34 "provided at the expense of the state budget, institutions, organizations and enterprises universal professionals and workers employed in the position discharging" or higher to make changes accordingly Special Regulations for the development of the education system is required.

This proposal to be put into practice its positive results and higher education institutions to improve the remuneration of labor and social protection of employees can serve.

At present, the system of higher education with scientific degree or academic rank in the proportion of professors and lecturers, scientific degrees and titles is encouraged material, but working in other sectors of the economy and incentives for the staff who have scientific degrees and academic titles, while allowing their scientific potential will undoubtedly yield positive results.

For example, in the Legislative Chamber of the OliyMajlis, a number of doctors, professors are functioning, but they will make efforts to promote scientific degrees and academic titles in proportion to. As well as scientific and research institutes of the Academy of Sciences and other institutions with high scientific potential employees.

Irrespective of the form of ownership in all sectors of the economy and in all enterprises and organizations operating with scientific degrees and academic titles offer a monthly salary to pay allowances to employees. For example, those who have the degree of Doctor of Science 5, 3 for those who have a scientific degree of candidate of science can be implemented to pay the amount of the minimum wage increase. This situation provides an opportunity to stimulate the activity of the academic staff who have the potential.

The amount and methods of financing higher education in foreign countries in developed economies is determined by a number of factors:

- The level of development of the national economy;
- The country and its leadership tasks related to higher education;
- National traditions;
- Establishment of institutions of higher education, organization and management features.

In these circumstances, such as a national model of financing the education system formed. Japan has a high-level model of higher education, the state's share

of education expenditure in GDP is significantly lower. Higher education in the United States, Canada and Sweden is open to all, this is the policy of the leadership of this country - national traditions.

European countries, including France, Germany, significantly higher school budget financed and controlled by the state, the effects of the market, the traditional way of higher education in the United States, the federal government regularly with the independent market structures, even in the state educational institutions paid. In the wake of the US higher education expenses such reasonable level, or exceeds, the effect of the educational institution's autonomy and reflect the changes in the external plunges into doubt.

Expense associated with higher education institutions in Western countries received government grants for the education of the students, such as income from commercial activities due to covered sources. They rate different in different countries, and from time to time, this ratio varies in each country. Students of the educational institution of their day-to-day costs they bear..To do this, the following options are available: the parents of funds; individual grants from the government; special loans were distributed to the students; additional income. It should be noted that the system, or society which country costs one way or another, regardless of the solids can be obtained in the following four sources: parents, students, taxpayers and the educational institution. The above-mentioned sources of financing divided into two groups: public and private.

Regulations in many countries, "the number of students per capita funding formula is based on quantitative indicators and ensure transparency in the accounting books. However, the number of countries in Europe, mainly students, but calculated based on the number of graduates, students producers the ranks of the completion of their studies or related to the presence of students who do not finish their studies within the prescribed period.

Australia, Germany, New Zealand, France and Great Britain in the calculation of the amount of funding for universities will be used as the main indicator of the number of students.

The main part of the system of higher education in the Netherlands and Sweden budget resources allocated on the basis of targets for the results of the activities of the university system.

Netherlands normative "per capita funding" is 50%, based on the number of diplomas issued to the average of 13 per cent in the first year after completing their studies, will be able to receive a diploma.

## **CHAPTER II. SAMARKAND STATE ARCHITECTURAL AND CIVIL ENGINEERING INSTITUTE FACULTY AND STAFF STIMULATION AND ANALYSIS OF SOCIAL PROTECTION DURING THE YEAR 2014**

### ***2.1. Labor works remuneration system of Samarkand State***

#### ***Architectural and Civil Engineering Institute***

Samarkand State Institute of Architecture and Construction wages Labor Code of the Republic of Uzbekistan "On Education" Act, shall be determined by the decisions of the government.

Have enough money to pay for the education of employees compensate for the additional allowance, bonus and other incentive measures independently determines the amount. Institute proceedings to ensure that the budgetary funds and other sources not prohibited by the law of the Republic of Uzbekistan workers to form independent labor remuneration fund.

The structure of the salary fund for the work performed in accordance with the law, the amount of money allocated to labor as a form of additional incentives and allowances, working hours and working conditions associated with the compensation payments, bonus and incentive payments at the same time.

Expenses not related to the salary fund and pension fund payments, the Council of Trade Unions employment assistance fund fees, compulsory insurance contributions to the state employees.

Samarkand State Institute of Architecture and Construction of labor remuneration fund formed from a variety of sources. The following is the main of them:

- Payment - based on the contract form of education;
- Scientific research, education and counseling service for the execution of agricultural financing;
- Government grants and other budget revenues.

Remuneration is determined on the basis of the provisions of the following:

- Statement of position;
- The use of budgetary funds;
- The conclusion of contracts;
- The use of extra-budgetary funds;
- The rules of the military department to pay employees.

Professor - the standard used in its calculation of the amount of the following distribution of teachers (one of the options available within norm brackets:

- Students of the day form of education (PTS normal amount - 1: 10.5);
- Foreign students (principle 1: 6);
- Day form of training doctoral students and researchers (the norm 1:12);
- The students of the faculty of teacher training (principle 1: 7);

Educational support staff salary fund determined working interest (24%).

Agricultural workers (AW) salary fund unit labor wages are determined by the extent of the field.

Educational institution, be excluded from the total overhaul leased land area of the rooms.

PTS, ESS, AW percent of the amount of salary and administrative staff (SAS) fixed salary (10%). The head of one of the special allowance allocated additional payments on special order.

Determined the amount of the military department of labor subdivisions table position and plan the Department of Finance and the Department of Education to establish premiums, as well as control over the personnel department.

Teachers and educational support staff salary quantitative basis of the state budget to pay for labor organizations determined on the basis of a single scale. Samarkand State Institute of Architecture and Construction Officer position is paid according to the salary of his job responsibilities. The Institute, working on a single scale payment type (entrepreneur). He said the Cabinet of Ministers of the Republic of Uzbekistan March 18, 1996, 103 digital "work on the improvement of the single scale payment type" approved by the resolution. Staff remuneration levels of certification, according to the results determined in accordance with the boat.

Certain employees to change their scale rate or position employment determined by the educational institution.

To determine the level of the scale is based on the qualifications of the staff.

Academic Affairs to work making educational institution determined by the order of hours hourly pay rate and payment of professors and teaching staff shall be approved based on the hourly rate of pay for IE.

Commercial subdivision approved by the rector of the educational institution providing educational services on the basis of the hourly wages of their labor (contract) you can specify the amount. The process of training highly qualified specialists from abroad to pay hourly wages when they sign individual labor contract, which included the amount of the road.

**The charter** aims to establish an educational institution characterized by a certain individual employees who made contributions to the results of activities aimed at improving the quality and effectiveness of the work of the staff. Are due to additional staff to fulfill its obligations.

**Design and additions** to the salary determined by the Fund at the expense of the Fund within the framework of financial incentives (educational institutions of all sources of funding).

Certain employees of allowances determined to attract more and more employees work restrictions, and only with the consent of the way it can be, even then, it is the main activity on the quality or reduce the amount of work does not deteriorate.

To resolve issues of personnel management in order to increase the independence of the departments and divisions in each department (department) to position the basis of the table and the amount of payment determined.

Working to pay an additional fee for doing additional liability may be determined by the educational institution:

- Not in the long-term employee acting;
- Treatment of the worker acting;
- Council and Commission participates in the work of the educational institution;
- To know and study utilization of foreign language;
- The recycling of confidential documents;
- Harmful and hazardous working conditions;
- Achieved as a result of higher labor;
- Secretary of the faculty, scientific and educational institution acting;
- Scientific Council of the educational institution and its permanent committee work.

## ***2.2. Funds allocated to stimulate staffs analysis of Samarkand State Architectural and Civil Engineering Institute***

In 2014, professors and employees of cultural and educational activities in order to encourage the participation of 3 483.0 thousand rubles have been allocated, this figure is 29% more than in 2013 (Table 3).

SamSACEI professor in 2014 to encourage employees' participation in cultural events 2999.3 thousand rubles have been allocated for the purpose of this indicator is 21% more than in 2013. Table 3 below SamSACEI information on the latest 3-year period, the promotion separate money Institute. At the end of the table 14% compared to the number of 2013 year of 2014.

### **Samarkand State Institute of Architecture and Construction on the funds allocated to stimulate staff information**

**Table 3**

№	Salary fund	2013	2014	± %
1	The total salary fund	1 679 183.8	1 942 471.9	14 %
2	Professors and teachers' remuneration allowance	163 023.0	179 520.0	10 %
3	Once a year stimulations	50 896.8	63 578.2	19 %
4	Science dissertation for the degree of protection (after receiving confirmation)	6 815.6	8 991.9	25 %
5	Dissertation for the degree of academic literature, science, issued (after receiving confirmation)	2 815.1	3 773.2	26 %
6	For active participation in public affairs	2 925.0	3 489.7	17 %
7	For active participation in the cultural and educational events	2 478.8	3 483.0	29 %
	<b>Total</b>	<b>1 908 138.1</b>	<b>2 205 307.9</b>	<b>14 %</b>

Salaries of teaching and auxiliary staff educational institution in the division will be able to fund 50% of the border of the jobbing.

Administrative and educational support staff following types of allowances, supplements can be specified:

- A master of computer and use;
- Position clear instructions to not mention the type of job performance;
- The educational process through the introduction of two sequential increase in the volume of business;
- Leave the place of departing employee to work;
- Will be scale-qualification descriptions, which requires a high level of knowledge work was carried out according to the conditions for qualification;
- To achieve a high level of labor.

Allowances and supplements for a period of not less than 12 months and not more than 1 month are determined.

Jobbing main task is conditioned by a contract employee on the basis of business, along with the other position (professional) refers to the completion of the additional work. Vacancy

**December 15, 2014, the professors and teachers of higher education  
institutions in the basic position on the payment of salaries  
the amount of sum <sup>4</sup>**

**Table 4**

№	Jobname	High	low
<b>1</b>	<b>Headofthedeartment:</b>		
	with the title of professor or academic degree of Doctor of Science	1 802 415	1 721 777
	with the title of professor or academic degree of candidate of science	1 721 777	1 655 821
	Degree	1 655 821	1 589 509
<b>2</b>	<b>professor:</b>		
	with the title of professor or academic degree of Doctor of Science	1 721 777	1 655 821
	with the title of professor or academic degree of candidate of science	1 655 821	1 589 509
	Degree	1 589 509	1 511 061
<b>3</b>	<b>professor:</b>		
	with the title of professor or academic degree of Doctor of Science	1 589 509	1 511 061
	with the title of professor or academic degree of candidate of science	1 511 061	1 433 508
<b>4</b>	<b>Headteacher:</b>		
	with the title of professor or academic degree of Doctor of Science	1 511 061	1 433 508
	with the title of professor or academic degree of candidate of science	1 433 508	1 357 681
<b>5</b>	<b>Assistantteacher:</b>		
	with the title of professor or academic degree of Doctor of Science	1 357 681	1 282 486
	with the title of professor or academic degree of candidate of science	1 282 486	1 208 431
<b>6</b>	<b>Teachertrainee</b>	1 131 557	

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<sup>4</sup>The Ministry of Higher and Secondary Special Education and the Ministry of Labor and Social Protection of Population. 1-APPENDIX which was issued an decree 51-QQ in December 10, 2014 and 31-QQ in December 10, 2014

**In addition to the amount of savings to pay all or part of its activities.**

As a temporary employee can not be dismissed on the ground that the implementation of integrated health service labor punctuation is not associated with the study tour, a full day (week), unemployed and not other reason, the role of business in accordance with the law (position) storage refers to the replacement of employees. In this case, the additional scale position or not a temporary employee salary rate is defined as the percentage of time than the time it is not.

One of the deputy heads of structural divisions and officials are not for add changed.

All allowances and supplements to quantify the amount determined by an independent educational institution is closed or employees shall be determined on the basis of payment of interest (in accordance with the level of salaries is the only type of scale-time positions specified in the contract to pay). The amount of markup and rules determined by the decision of the board of the educational institution, it is carried out on the basis of the command personnel of the educational institution on the appointment.

In addition to certain employees to carry out the task will be recommended for determining the allowance:

- Department (limit the total amount allocated to the border) - by the head of the department;
- Faculty dean (limit the total amount allocated to the border) by the vice-rector for academic affairs;
- By the support on the heads of departments and divisions;
- By the Council on the rector of the educational institution.

**December 15, 2014, institutions of higher education in the basic position on the payment of salaries of managers**

**AMOUNT 5**

**Table 5**

№	Job name	Intern amount of the basic salaries of teachers	
		Group I	Group II
<b>1</b>	<b>Rector</b>		
	academic	2 033 591	1 950 979
	Professor or Doctor of Science	1 950 979	1 868 807
	professor or Ph.D.	1 868 807	1 802 415
<b>2</b>	<b>Rector on educational, scientific and spiritual work</b>		
	Professor or Doctor of Science	1 868 807	1 802 415
	professor or Ph.D.	1 802 415	1 721 777
	science does not have a title or degree	1 721 777	1 655 821
<b>3</b>	<b>International relations, capital construction, and professional colleges and academic lyceums rector for economic and financial affairs</b>		
	Professor or Doctor of Science	1 760 106	1 693 638
	professor or Ph.D.	1 693 638	1 626 864
	science does not have a title or degree	1 626 864	1 559 993
<b>4</b>	<b>Office Manager</b>		
	Professor or Doctor of Science	1 950 979	1 950 979
	professor or Ph.D.	1 868 807	1 868 807
	science does not have a title or degree	1 802 415	1 802 415

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<sup>5</sup>The Ministry of Higher and Secondary Special Education and the Ministry of Labor and Social Protection of Population. 1-APPENDIX which was issued an decree 51-QQ in December 10, 2014 and 31-QQ in December 10, 2014

Allowance or additional officers determined markup will be about the amount of time and in a timely manner.

Jobbing educational institution, organization or individual citizen on the basis of economic calculation based on the contract with the main task of acting that can be paid to employees. The amount of such payment shall be subject to the conditions and the level of worker participation in the implementation of the agreement. Self-funding rules determined by the institution's Board of Education.

Design and attachments are cases:

- The basic service fulfillment of obligations;
- Failure to observe the period of liquidation or the poor quality of the work submitted;
- Violation of the principle of the educational institution;
- Drunk in the educational institution (Alcoholic Beverages) without walking;
- Education and property damage to the reputation of the institution;
- In violation of labor safety and fire safety rules.

The size of a department or subdivision loading by reducing the level established by the decision of the Council, an additional table used to position limits may be reduced. The teachers of the department for this indicator is the average of the workload of a teacher. The list of departments reduced teaching load of each teaching department formed by the end of the school year.

Labor can be achieved results in order to encourage employees to reward. Terms of the Regulations on the awarding educational institution approved by the Board. Regulations include the award to be given in the following cases:

- Years on the anniversary date of Involvement;

- Establishment of the State Prize;
- "Professor of educational institutions," given the title;
- The educational institution's internal contest winner;
- Methodical literature of creating, the Ministry of Higher and Secondary Special Education continue to Griff published;
- Laboratory equipment design, assembly and commissioning of a revelation;
- Postgraduates and doctors guidance on making a successful business;
- Are part of the educational institution on behalf of its leadership to carry out the important task;
- Occupational achievement of good results.

Rewarding employees experience in the educational institutions of the country "important" educational institutions is carried out taking into account the contribution of the study results. Such as the date, 30, 40 and 50 years experience, 50 years after such date is five years.

An important date for awarding the young age of the most recent anniversaries allotted.

Faculties, departments and educational institutions may be the team to the anniversary date of the award. Some of the staff and the distribution of it among the lower divisions carried out by the head of the appropriate stage.

Teaching, scientific research and support activities on behalf of the leadership of the special educational institution for the results will be announced and awards will be given, thank you. This is carried out every year, internal competition within the educational institution:

- The best student of the year;

- The best teacher of the faculty;
- The best employee of the faculty.

The award is a one-time educational institution shall be adopted in accordance with the Regulations of the Board. The amount of the award official salary should not be less than 0.5. Prize money in the name of educational institution employee may be replaced with a precious gift.

In order to stimulate the demand for high achievement results in reading by the Council of the educational institution named after famous persons can apply for the scholarship. Educational institution and department (faculty) management of government agencies, municipalities, public funds, commercial banks, enterprises, help to attract private educational institution defines those types of scholarships. Is famous for a term of not more than 1 semester student scholarships, the amount should not be less than twice the usual amount of scholarships.

Staff and students awarding the division carried out in the President's decision or recommendation of the Selection Committee.

The award is a source of financial incentives and financial incentives Foundation, the scholarship fund is a savings and labor payment fund.

### ***2.3. Measures aimed at improving cultural life and modern ICT, study of foreign language to pedagogical workers of Samarkand State Architectural and Civil Engineering Institute***

Teachers, social motivation for improving the quality of the educational process to improve services to meet the needs of their various recreational facilities in order to provide concessional assistance to the rest of trips have been established. In 2013, a total of 7 080 000 sum have been allocated for teachers and professors of 18 professors and teachers were given preferential trips. During the

first 9 months of 2014 this figure amounted 12 840000 of which 10 340 000 allocated to soft trips. (Table 6)

**Teacher Samarkand State Institute of Architecture and  
Construction of cultural activities carried out in order to improve  
the living conditions of workers**

**Table 6**

№	Cultural and public events	The number of staff		The funds allocated sums	
		2013	2014	2013	2014
1	Preferential recreation trips	18	25	6 480	10 340
2	The organization of the various tours	19	50	600	2 500
3	Institute under the preferential recreation trips	-	-	-	-
	Total	37	75	7 080	12 840

President of the Republic of Uzbekistan "further development of computerization and introduction of information and communication technologies" and 12.12.2012, "On measures to further improve the system of learning foreign languages" to ensure the implementation of the Resolution of the institute free education for the teaching of foreign languages and information technology institute special was established courses, if these courses in 2013, took 14 days, 4 hours per week during the 2014-2015 academic year were determined. Communication technology education courses today, 372 professor teacher, foreign language learning courses to the staff of 364 teachers.<sup>6</sup> (Table 7)

**Samarkand State Institute of Architecture and Construction of modern information technologies and training courses were organized for learning foreign languages**

**Table 7**

№	Training courses	The duration of the	The number of staff		
			2013-2014 academic year	2014-2015 academic year in	2014-2015 compared with the 2013-2014 academic year
1	ICT learning	4 month	246	372	44%
2	Foreign language courses	4 month	294	364	20%

Personnel and financial assistance provided by the educational institution and the trade union committee of students:

- Close relatives die;
- For students and staff or staff treated the children to be treated in the form of one-time spending.

The amount of financial assistance to individual financial institutions and educational institutions and trade union education given the opportunity to be determined. Financial support of the trade union committee will consider only the issue of trade union members.

The relevant services of employees of educational institutions, social insurance fund payments. The next round of financial aid from the fund, are carried out:

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<sup>6</sup> Samarkand State Institute of Architecture and Construction of higher № 278 dated October 20, 2013, based on the calendar for the implementation of the plan.

- For the ceremony;
- Treatment, entertainment tickets;
- The treatment, the resort fare;
- Diet food;
- Repairing recreational facilities.

Reporting on the condition that money was spent on cash warrant expenses and target. Their future travel expenses, as well as the economic costs for small wholesale and retail trade to pay for the costs associated with the purchase of materials. Means individuals accountable for the expenditures from the need to make the application documents confirming the report. Spent the rest of the money was returned to the cash educational institution.

Working through the related accounting is carried out to keep the following:

- To pay income tax;
- Only for social payments;
- Notaries and bailiffs on the play lists of payments;
- Compensation for the material damage caused to the educational institution;
- The amount of the advance and the excess paid for covering the debt;
- On higher education institutions to pay union dues written submission.

**2.4. Funds allocated for social protection of workers and students analysis of Samarkand State Architectural and Civil Engineering Institute**

**Samarkand State Architectural and Civil Engineering Institute in 2014, faculty, staff and students of the funds allocated for the promotion of social protection and labor**

**Information**

**Table 8**

The name of the educational institution				1	SamSACEI
General contingencies	Professors and staff			2	705
	Students			3	3399
The type of assistance	Including financial	Total support		4	22
		Sum		5	3907
		Including	Professors and staff	6	19
			Sum	7	3483
		Students	8	3	
			Sum	9	424
	Reward	Total support		10	658
		Sum		11	184281
		Including	Professors and staff	12	603
			Sum	13	179645
		Students	14	55	
			Sum	15	4636
	Design pay			16	174
	Sum			17	179520
The total aid				18	854
Sum				19	367708

**Samarkand State Architectural and Civil Engineering Institute in 2015  
(3 month), faculty, staff and students of the funds allocated for the promotion  
of social protection and labor  
Information**

**Table 9**

The name of the educational institution				1	SamSACEI		
General contingencies	Professors and staff			2	705		
	Students			3	3399		
The type of assistance	Including financial	Total support		4	6		
				Sum	5	1438	
		Including	Professors and staff		6	3	
				Sum	7	829	
		Students		8	8		
			Sum	9	599		
	Reward	Total support		10	375		
				Sum	11	14961	
		Including	Professors and staff		12	275	
				Sum	13	14961	
		Students		14	0		
			Sum	15	0		
	Design pay			16	174		
				Sum	17	148 556.0	
	The total aid				18	455	
					Sum	19	164945

The above Table 8 Samarkand State Architectural and Civil Engineering Institute in 2014 faculty, staff and students to promote labor and social protection of the funds allocated for the support of the general information about the institute is divided into a total of 367708 thousand sum, professors and employees 179520 sum allowance, 3483 sum total of prize money and 603 sum financial assistance.

In 2015, worth a total of 169945 sum institute salary expenses. For professor salary expenses are As allowance of 6% of the total prize money of 13.7% and 1.3% of the financial assistance (table 9).

**Table 10**

The name of the educational institution	TOTAL financial help		INCLUDING							
			A retired professor teachers		workers with disabilities		orphan students		students with disabilities	
	Sum		Sum		Sum		Sum		Sum	
1	2	3	4	5	6	7	8	9	10	11

The data in Table 10 shows that, in 2014, the Samarkand State Architectural and Civil Engineering Institute of retired professors and teachers, as well as any material support to employees with disabilities, employees contribute to the development of the institute for many years and are not aware of the circumstances of this matter by the Institute of social indicative of a very low level of protection.

**Table 11**

The name of the educational institution	Professor material support to teachers and staff in 2014 year							
	TOTAL financial help		Total					
			Winter / Hoca. Products and other goods received		Medicines for relief		Means of transport benefits	
1	2	3	4	5	6	7	8	9
SamSACEI	19	3483	16	2999	3	484	0	0

**Table 12**

The name of the educational institution	Professor material support to teachers and staff in 2015 (3 month)							
	TOTAL financial help		Total					
			Winter / Hoca. Products and other goods received		Winter / Hoca. Products and other goods received		Winter / Hoca. Products and other goods received	
1	2	3	4	5	6	7	8	9
SamSACEI	3	829	3	829	0	0	0	0

## Social protection of staff and students in 2014

**Table 13**

The name of the educational institution	Faculty and staff continue				the demand for treatment			
	Total	INCLUDING			Total	Total		
		sanatorium	sports facilities	Recreational facilities		sanatorium	sports facilities	Recreational facilities
1	2	3	4	5	6	7	8	9
SamSACEI	75	25	50	0	12	0	12	0

## Social protection of staff and students in 2015 (3 month)

**Table 14**

The name of the educational institution	Faculty and staff continue				the demand for treatment			
	Total	INCLUDING			Total	Total		
		sanatorium	sports facilities	Recreational facilities		sanatorium	sports facilities	Recreational facilities
1	2	3	4	5	6	7	8	9
SamSACEI	0	0	0	0	0	0	0	0

**CHAPTER III. THE STAFF OF HIGHER EDUCATION INSTITUTIONS  
IN THE REPUBLIC OF UZBEKISTAN MOTIVATION AND LABOR OF  
PROMOTION THE MAIN ROADS AND THE IMPROVEMENT**

***3.1. "Republican staff of higher education institutions in the payment system and measures to strengthen financial incentives," the content of the Decree of the President of the Republic of Uzbekistan***

Higher education institutions to further improve the system of labor remuneration of employees and the level of education and improving the quality of their material productive sectors of the national economy and the introduction of a mechanism to stimulate the areas of the need skilled, competitive workforce training networks in order to ensure the evaluation of the contribution of teachers and professors:

1. The Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan, the Ministry of Finance and the Ministry of Labor and Social Protection of Population from September 1, 2008, the faculty and administrative staff of higher education institutions in the basic salaries of the current regular payment of remuneration, including allowances and additional payments proposals on the introduction of an improved system approved

2. The Ministry of Finance of the Republic of Uzbekistan, the Ministry of Higher and Secondary Special Education of the amount of the basic salaries of the staff of higher education institutions in the formation of the President of the Republic of Uzbekistan Decree No. 4014 dated July 21, 2008, in accordance with the salaries of employees of budgetary institutions and organizations carried an average of 1.2 times institutions of higher education faculty and staff introduced the basic position of the average 25 percent of the total amount of salaries should increase 1.5 times.

3. The structure of higher education institutions, teachers and professors working conditions and salaries of the employees of the executive, foreign

languages, having a certain length of service and pay an additional fee for other types of applications, an additional payment in accordance with the law and keep the amounts.

4. The Ministry of Finance of the Republic of Uzbekistan, the Ministry of Higher and Secondary Special Education, higher education institutions, the ministries and departments of the costs associated with the implementation of this resolution to ensure the timely and full financing.

5. Within two weeks of the Cabinet of Ministers of the Republic of Uzbekistan:

Institutions of higher education faculty and staff in the basic salaries of payment;

To approve the Regulations on higher education institutions to pay workers.

6. The Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan jointly with the concerned ministries and departments within a month:

change the legislation arising from this decision and the Cabinet of Ministers proposals on amendments and supplements;

the coordination of the normative documents of this decision.

7. The Prime Minister of the Republic of Uzbekistan will supervise the implementation of this resolution To assign perfect.

**President of the Republic of Uzbekistan KARIMOV**

**Tashkent.**

**July 24, 2008**

**No. PP-926**

**3.2. Regulations on payment of staff of higher education institutions on the basis of the work carried out at the Samarkand State Institute of Architecture and Construction**

**Institutions of higher education employees to pay the fare**

**Regulations**

**I. General Provisions**

1. The President of the Republic of Uzbekistan to improve the system of remuneration of labor of employees of higher educational institutions of the republic and about the measures to strengthen financial incentives, Issue No. 926 of July 24, 2008 prepared in accordance with the decision of the State budget or funded mixed institutions of higher education faculty and staff and defines the terms of the order of payment.

2. These Regulations apply to financial institutions for use carried out on the basis of a single scale to help higher education institutions, technical staff and the service provider shall not apply to pay.

3. Cost of the basic salary of employees of higher educational institutions, as well as the law stipulated in the Statute, and this includes service charges and additional payments.

**II. Salaries of the staff of higher education institutions**

4. The salaries of the staff of higher education institutions:

faculty and administrators of higher education institutions in each position establishing the basic salaries of employees;

employees formed the basis of the charges and additional payments in accordance with the law.

5. The salaries of professors and teachers of basic position:

staff position;

scientific degrees, depending on the availability of the scientific title

6. Higher education institutions the basic salaries of the higher education institutions that belong to the group a determined.

The first contingent of students in the group are more than 2000 institutions of higher education.

The second group includes the contingent of students, which is less than 2000 institutions of higher education.

7. The structure of the higher education institution administrators rector, vice rector, dean , deputy director of the higher education institution branch officials.

8. The department professors and teachers, professors, lecturers, teachers, assistant teachers, experienced teachers positions.

Head of the department of higher education institutions, professors, lecturers, teachers, assistant teachers, experienced teachers the decision of the Cabinet of Ministers No. 10 of February 20, 2006, the staff of higher education institutions approved by the teachers occupied a competition-based recruitment in accordance with the Regulations on the procedure.

9. The basic salaries of the two schemes professor-teaching staff positions provided by the state to pay the salaries of the schemes for the approval of these positions by the rector of the higher education institution in the number of employees and the relevant ministries (agencies) for this institution of higher education in this category is calculated on the salary of employees established within the framework of the Fund. At the same time, academic, school, work experience, education and training and higher education institutions to contribute actively to the process established by the head of the other indicators are taken into consideration.

10. Change the basic salaries of the staff of higher education institutions:

In accordance with the Decree of the President of the Republic of Uzbekistan exceeds the salary of employees of budgetary institutions;

employees of higher education institutions will be moved to another position.

Basic salary, higher education institutions registered under the command change.

11. Decree on increasing salary of the President of the Republic of Uzbekistan in connection with the case of changes in the basic salaries of the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan and the Ministry of Labor and Social Protection of Population of teachers and managers to change the size of the basic salaries of the joint command.

12. Employee dismissed one other institution of higher education and in this regard a change in the basic salary in the event of changes in the labor contract applied the provisions of the Labor Code of the Republic of Uzbekistan defines the order (Chapter

### **III. Charges and additional payments**

13. The processes with high professional skills and training and education to improve the quality of teachers and concrete contribution to scientific research in order to encourage awarded the representatives of labor, material and financial incentives for employees of budgetary institutions and organizations they established a special fund shall be paid a monthly allowance .

14. Determined by a separate decision of the government to pay for the position described supplement percent of the amount of the payment and other types of markup into force of this Regulation that time percent of the basic salaries.

#### **IV. The hourly wages of labor and conditions of the order**

15. Teachers' pay hourly employees pay:

the terms of the state's teachers' hourly wages of this category of employees for work performed in accordance with the current regulations on education;

Work in accordance with the established norms of the educational work of hourly pay to be involved in the implementation of rectors, vice rectors and other senior staff;

other organizations are paying for the work of teachers and other educational professionals.

16. Higher education institutions, teachers will be determined in the manner prescribed amount of the hourly rates of pay.

#### **V. Regulate the organization of labor, higher education institutions**

17. Normalize the work of professors and teachers each year for the next academic year, based on the plans drawn up and approved in accordance with the procedure established personal.

The annual work plan of educational, scientific and methodical, scientific research, organizational, methodological, ethical, and a list of the main activities of educational nature, without indicating the amount of hours on each of the events, included.

The annual work plan 1540 hours the amount of time together at the expense of recourses.

Institutions of higher education professors and teaching staff of educational, scientific and methodical, scientific research, organizational, methodological, spiritual and educational work load positions (head of department, professors, lecturers, teachers, assistants, teachers, teacher-intern) determined by the Ministry of Higher and Secondary Special Education of the Republic.

### ***3.3. Pay for a fee to work and the state economic the development of stimulus proposals at the Samarkand State Architectural and Civil Engineering Institute***

Samarkand State Institute of Architecture and Construction work on the development and protection of their social workers, professors and teachers' salaries markup, awards and financial assistance in the form of attachments to the President of the Republic of Uzbekistan, "the Republican staff of higher education institutions in the payment system and measures to strengthen the incentives to improve labor 2008 On July 24, PP-926 dated August 1, 2008 have been prepared in accordance with the decision of the Cabinet of Ministers approved by the Resolution No. 164 "Regulations on the remuneration of the staff of higher education institutions", the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan "Higher education order to determine the rating of teachers "On May 26, 2004, and the order of 115" ranking of the activities of higher education institutions, teachers and encourage them to determine the procedure "is carried out in accordance with the Regulations.

Samarkand State Institute of Architecture and Construction to determine the rating of each of the teachers during the academic year, higher education institutions and communities to create a healthy competitive environment, the need to enhance the professional skill level of students on a regular basis to develop their own responsibility and the responsibility of the work to carry out monitoring of the activities of labor , objective and fair evaluation of the work performed, in accordance with the progress in the creation of material and moral incentives, as well as the implementation of differentiated categories depending on the level of professional qualification training to attract a variety of forms.

During the academic year, teachers' rating of the Ministry of Higher and Secondary Special Education, approved by Order No. 105 of 19 April 2004

"carried out by professors and teachers of educational institutions of higher education, scientific-methodical, scientific-research, organizational, methodological, spiritual and educational determining the size of the "Principles of Time" and based on these principles, "the professor personal business plan," "Teachers In addition to a personal action plan for the work performed outside the criteria of points", "by a teacher during the school year for the mistakes and shortcomings of the penalty points the calculated values "as determined on the basis of documents which reflect the principles and criteria.

Samarkand State Institute of Architecture and Construction within the rating of professors, teachers, faculties, they are determined by the operating departments. During the academic year, the faculty of the institute "internal control and monitoring" in cooperation with the teachers of the department (vocational qualification level), the monitoring carried out at the end of the school year, they will objectively and impartially determine the rankings. Internal attestation of teachers and professors of the institute with the rector of the higher education institution in order to create a permanent internal committee headed by the dean of the faculty. This customer enterprises and leading specialists of the Institute and the structure of the commission may be members of the Board of Trustees.

The activities of the faculty of the institute "Time Principles" defined indicators (criteria) on the basis of the academic year in a personal action plan to carry the load, and it made hours (PPM) without taking into account the additional penalty points assessed. Professors and teachers personalize the plan for the academic year of the total amount of loading (rate) is defined as 1540 hours. The expert of the Institute of study and the needs of departments and disciplines and the quality or composition of the teachers working in them, based on the potential of the "Principles of Time" in paragraph 3 of the series (in comparison to the value of teachers from the types of activities that uploads), the decision of the Scientific Council of the Institute to change the law. The faculty of the institute of their personal business activities of each load, which is equal to the number of hours

allocated for the implementation of the plan will be evaluated by the amount of points.

During the academic year, 100% of the teacher's personal business plan, if executed, his 1540 points. In addition to the individual business plans of the teacher work extra points for its own business plan, even if fully implemented in all types of activities uploads are taken into account (without valid reasons, some personal work plan on the types of activities with the exception of the teachers did not do a full install). If the mistakes and shortcomings in their activities during the academic year, the penalty points will be given to him. During the academic year, the accumulated penalty points "teacher's individual action plan" to the end of the academic year by the head of the department, on the basis of documentary evidence. Accumulated penalty points by the end of the school year, teachers will deduct points.

The teachers of the institute's rating, taking into account the opinion of the students at the end of the academic year is determined by the total amount of collected points. During the academic year, the current points and set a personal business plan in order to calculate carried out by the institute and head of the department teachers. Head of the Department of the Institute at the end of each academic semester, the teacher collected the check points and arbitrary (wrong) will be added to the right of termination points. At the end of the academic year, teachers will discuss the points collected by the department and the Faculty Council on the basis of the conclusion of the commission is approved. Points approved the faculty of teachers organized a special "window of Teachers" will be announced. During the academic year business plan and the fulfillment of personal penalty points less than 1540 points at the end of the school year, teachers and the interior is satisfactory.

At the end of the academic year, the institute approved by the Faculty of points "of internal control and monitoring" will be collected and teachers in the categories of analysis and the head of the institute's highest rating within the

department, professors, associate professors, senior lecturers and assistants authentication. List of faculties and teachers institute's highest rating (categories) and approved by the rector of the institute "Binokor" newspaper sum.

Material and moral stimulation of work with their teachers on the basis of indicators, differentiated carried out in accordance with the procedures adopted in the Council of the Institute. The rector of the institute, which command higher wages, a rating of 1540 points with the rights of teachers' salaries differentiated allowance shall be paid during the next academic year. Institute "internal control and monitoring," which is the highest rating in the electronic database of information on teachers will be created and updated at the end of each academic year. State awards recommended candidates to the rector of the institute in the context of regular teachers with the highest rating.

In addition to employees of institutions of higher education allowance and the award recommendation of the heads of the structural divisions (writings), mainly determined by the order of the rector. Determination of allowances and supplements, within the current limits (to cancel, modify) the name recommended by the rector 1 is carried out by the head of the structural subdivision in the area, as well as the personnel department. The following recommendations:

The charter establishing the employee's last name, first name, father's name;

- The basic position of the salary;
- Charges an additional basis for the award;

Moreover, in addition to determining the duration of the award;

Moreover, the additional reward funding source.

Staff in the department of educational institution prepares summary command, the funds for these purposes will be signed after the national budget and non-budget funds.

In addition to the heads of structural divisions of the master and the award is determined by the recommendation of the high-level executives.

To spend the amount of money to pay labor and administration of an institution of higher education, higher education institutions and higher education institutions of the Council of Trade Union Committee meeting is intended to inform the final report of the team.

## CONCLUSION

In general, the higher education institutions to encourage employees and the basic forms of social protection, the rights of staff salaries differentiated allowance, supplements, bonuses and allowances. This, in turn, the President of the Republic of Uzbekistan "national system of higher education institutions to pay workers wages and on measures to strengthen the financial incentives to improve the" PC-926 dated July 24, 2008 have been prepared in accordance with the decision of the Cabinet of Ministers on August 1, 2008 164- approved by the Decree "Regulations on higher education institutions to pay workers" wages for employees of institutions of higher education are reflected in the basic normative documents regulating.

This Regulation or a mixture of the state budget funded institutions of higher education professors and faculty and staff in order to pay and conditions.

Salaries of the basic salary of the staff of higher education institutions, as well as the legislation stipulated in the Regulation mentioned above and includes additional charges and fees.

According to the current regulation, the salaries of the employees of the university:

- Institutions of higher education professors and teaching staff and administrative staff position for each basic salaries of established;
- Employees formed the basis of the charges and additional payments in accordance with the law.

Professor - the basic salaries of the members of the teachers:

- Staff position;
- Scientific degrees;

- The academic title

Depending on the availability of divided

The heads of higher education institutions (the rector, vice rector, dean, deputy dean, deputy director of the higher education institution branch officials) and teachers (head of department, professors, lecturers, teachers, assistant teachers, experienced faculty position) the basic salaries of the higher education institution shall be determined based on the group to which they belong.

As well as change the basic salaries of the staff of higher education institutions:

- In accordance with the Decree of the President of the Republic of Uzbekistan exceeds the salary of employees of budgetary institutions;
- Employees of higher education institutions will be moved to another position.

In addition, prior experience in the awarding of educational institutions in the country "important" educational institutions is carried out taking into account the contribution of the study results. Such as the date, 30, 40 and 50 years experience, 50 years after such date is five years.

An important date for awarding the young age of the most recent anniversaries allotted.

## RECOMMENDATIONS

Taking into account the above conclusions, the following recommendations went:

1. Higher education institutions specialized foreign language courses (English) professors and teachers in order to promote their rights, which is the purpose of allowances and supplements.

2. All areas and sectors of the economy, irrespective of the form of ownership of enterprises and organizations operating in all the employees who have scientific degrees and academic titles, that is, those who have the degree of Doctor of Science 5, those who have a scientific degree of candidate of science in the minimum monthly salary in the amount of 3 Design the payment of this research has the potential to be a tangible opportunity to promote the work of the staff.

3. The Ministry of Higher and Secondary Special Education Order No. 145 dated May 26, 2004, in Annex 3, "the professor assigned to work out a personal action plan criteria of points" was offering a view of the quality of teacher education in the theory of knowledge of foreign languages knows that While in practice is that the production staff would also points should be considered.

4. Samarkand State Institute of Architecture and Construction in 2015, retired professors and teachers, as well as any material support to employees with disabilities, employees contribute to the development of the institute for many years and are not aware of the circumstances of this matter, the Institute is indicative of a very low level of social protection. Coordinate legislative acts on this issue would be positively resolved in accordance with the purpose of considering.

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# **APPLICATIONS**

## **Annotation**

In practical work, it was investigated essence of encouragement of work and social protection of employees of a higher educational institution. Also, recommendations about improvement of compensation and social protection of employees, in the form of encouragement methods as, over payment, overtime payment and rewarding are made.

## **Keywords**

Higher educational institution, work encouragement, social protection, economic - legal basis, structure of expenses, compensation, over payment, overtime payment, rewarding, financial support.