

SOCIOLOGICAL ASPECTS OF PROMOTING THE QUALITY OF LABOR ACTIVITY OF PROFESSORS

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Abstract

The practical aspects of promoting the quality of work of professors-teachers are considered in this article, which includes the analysis of a sociological survey on the topic "Social factors of increasing the work efficiency of professors-teachers" in higher educational institutions. At present, appropriate conclusions have been given on ensuring that the formation of the educational system in higher education institutions meets the new innovative conditions and the requirements of the economy.

Key words: faculty, education, questionnaire survey, respondent, quality of education, system, higher education, object, process, concept, management system.

M. Keynes also thought about labor productivity, he recommended increasing the level of employment in the state and shortening the working day to stimulate production growth. Workers can spend free time on intellectual and physical self-development [1, 379-380].

Labor productivity is the main planning and economic indicator describing the level of rational use of labor resources in the enterprise and the level of efficiency of the market system as a whole. In today's market conditions, every enterprise should organize and operate a production development planning and management system in order to maximize labor productivity [2].

The great importance of labor productivity growth for individual enterprises and society as a whole requires the study of all factors affecting the level of labor productivity and the discovery of reserves for its increase. Factors are forces, reasons, external circumstances that affect a process or event. Factors can be divided into three groups, depending on the level and nature of the impact on the level of labor productivity: material-technical, organizational, economic and social-psychological [3].

To determine the solution to the problems of labor efficiency, we emphasize the main objectives and the factor of labor productivity. The main goals leading to increase in production efficiency are:

- reducing costs and increasing profitability;
- reducing the cost of materials;
- increasing the flexibility of production;
- improving the quality of goods and services;
- improvement of production processes [4, 200-202].

As a result of the conducted practical and scientific work, the specific and appropriate development of each enterprise and institution is determined. Based on this, the resource base of the development of each enterprise is determined, and at the same time, the dynamic growth of its main indicators is calculated.

The sociological survey on the topic "Social factors of increasing the work efficiency of professors-teachers" was conducted in order to study the social factors of increasing the work efficiency of professors-teachers and the questionnaire questions were covered by 100 professors-teachers, of which 33 are men and 67 are women. These take the following form in percentages. The average age of respondents was 37.1%.

Please tell me, do you like the field you have chosen? to our question, 93% of our respondents answered "I like my chosen field", 2.8% don't like it, 1.4% like it less and 1.4% don't like it very much.

Are you satisfied with your monthly salary? The following situation occurred regarding the salaries of our respondents to our question. In particular, 68% of our participants were satisfied with their salaries, 30.7% were less satisfied, and 1.5% were not at all satisfied.

It is given in order to know the level of knowledge of students, do you think that students are getting knowledge at the level of current demand? to our question, 46.5% of our participants considered it below average, 18.3% indicated that they were receiving low level of education, 31% considered that the level of education was at a high level.

What is the prestige of the teaching profession? to our question, 57.7% of our respondents believe that the reputation of a professor should be very high, 16.9% answered that his reputation should be high among the community, and the remaining 22.5% believe that the reputation of teachers is low. It can be seen that our professors and teachers want their status to be very high.

Currently, what tasks should be performed to raise the reputation of the teaching profession? to our survey, 16% of our respondents said that the information system should be adapted to the current system, 26% answered that their monthly salaries should be increased, 27% said that modern equipment should be provided, and 31% said that scientific research opportunities should be further expanded.

Are innovative pedagogical technologies fully helping to increase the level of knowledge of specialists? To our question, professors and teachers presented the following answer options. 9.9 percent of them said that the efficiency is very low, 29.6 percent said that it does not justify the expenses, and 54.9 percent said that the efficiency is very high.

What do you think is the relationship between the teachers in the department where you work? 12.7 percent of our respondents answered the question, "I have trouble answering," 8.5 percent said that the teachers of the department are divided into 2 - men and women, and 15.5 percent said that the relationship between teachers is not very good, and 62 percent confirmed that the

relationship between professors and teachers is positive. The rest of the respondents said they had difficulty answering.

How do you feel about teachers training students? to our question, 33.8 percent of our respondents believe that it is one of the main tasks of professors and teachers, while 31 percent of them emphasized the need to always pay attention to the training of students. 9.9% think that there are few students interested in science, and 23.9% answered that it is necessary to mentor young people interested in science. The answer that the rest is not so necessary after receiving the title of "professor" is not addressed.

Have you written a textbook or study guide in your subjects? 33.8 percent of our respondents answered yes, and 4.2 percent said they started writing after independence. 35.2 percent said no, they did not write, 2.8 percent said "I don't have enough knowledge and experience to write yet," and 22.5 percent said "I want to write now."

About the living conditions of professors and teachers, that is, where do you live? 25.4% of our respondents said that they live in a private yard and 45.1% in apartment buildings, while the remaining 28.2% answered that they live on rent. It is clear from this that in order to further improve the living conditions of professors and teachers, the university or the state should allocate privileged accommodation. Then their performance will improve.

Are you satisfied with the work of health care institutions? 40.8% answered that it is not suitable for the current era, then 21.1% said that it is necessary to fundamentally change the work of health care institutions, and 18.3% answered positively that they were satisfied. The remaining 16.9 percent left a negative answer saying they were not satisfied.

Do you use the faculty lounges? (how many times a year) 1.4% of our respondents answered that they had never heard of such referrals, 53.5% said they did not use them, 7% said they used them 3 times, 2.8% said they used them 2 times, some 33.8% said yes. They mentioned that they used recreation centers 1 time.

How many places do you work outside of your university? to the question, 49.3 percent of our respondents answered that they do not work anywhere except the university, and 40.8 percent answered yes, in 1 place, and 7 percent in 2 places.

Do you have free time to find out about the free time of our professors and teachers? 29% of our respondents answered that there is, and 11% answered that sometimes, and 56.3% answered that there is absolutely no free time.

When asked what do you like to do in your spare time, 12% of our respondents said that they do physical work, 21% said that they do mental work, and the remaining 22% said that they are involved in raising children and 45% said that they do everything.

26 percent of our respondents answered "yes" and 70 percent "no" to the question of whether there is a special room for professors and teachers.

Is there enough information at the university to conduct academic research at a high level? to our question, the highest percentage of our respondents, 46% answered "not very much" and

43% answered "yes", in some cases it was 11%. Moreover, it is permissible to increase the number of modern media in the university area.

Are you interested in getting a grant to do scientific work? 57 percent of our respondents answered "no" and the remaining 39 percent answered "yes", which indicates that the level of grants received by professors and teachers is low.

14% of our respondents answered "not at all satisfied", 38% "not at all" and 45.1% answered "yes" to the question "Are you satisfied with the library service at your faculty?"

Do you have your own vehicle? Our respondents gave very negative answers to our question: 78.9% answered "no" and 18.3% left their answers "yes". The results of our question showed that many of our teachers did not have a means of transport.

When we asked the respondents, "How do you feel about granting independence to the university?", 33% of them gave a high level of answer, and 67% of them answered that it was good.

"Are you in favor of the financial independence of the university" in order to find out the financial support of the respondents? to our question, 60.6% of respondents answered "yes", I support it, 19.7% answered "no", because I think it is "not important", 16.9% answered "there are no conditions to achieve it".

As a logical continuation of our question above, "Your position"? to our question, 7% of the respondents answered that they were professors, 15% were associate professors, and 78% were teachers.

Currently, all higher education institutions are trying to ensure that the formation of the educational system in higher education institutions meets the new innovative conditions and the requirements of the economy. At the same time, the policy in the field of personnel management quality is being implemented on a large scale in our country.

Improving the quality of education in higher education institutions implies achieving the following goals:

- development of innovative information products;
- development of innovative ideas based on the introduction of modern methods of training highly qualified specialists;
- ensuring the quality and continuity of education;
- constantly improving the professional level and qualification of pedagogical personnel;
- continuous improvement of the educational process based on the use of new technologies;
- educating students to be creative and responsible in solving professional issues.

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