

Quality gradation of career potential of gradutors of higher education institution (HEI)**Kholmurod Muminov****PhD, Assistant Professor of the Chair of Economics****Bukhara State University****11, M. Iqbol st., Bukhara, 705018, Uzbekistan****ABSTRACT**

In the conditions of transition to market economy, the important value gets the problems of professional employment of HEI gradutors. Solution of such problem, first of all depends on career potential degree of graduator. Today the formula "good knowledge" (red diploma, perfect grades on profile courses) doesn't affect employers, there is needed another formula – "good competence" (knowledge + acquirement of their usage). Modern hotel is in need of universal specialists, who have big professional and life experience, who are able to react to new tendencies, who include in oneself logical intellection and ability to find different approach to problem solving.

In the article, the emphasis is made on important commandment of fine career – early starts, that is, in order for **gradutors** to make brilliant career in business, one has to start acting decidedly far before graduating HEI, even better – from the first course. As earlier one gets into business environment, as fast he/she familiarizes corporate of business, its rules of playing, and as better adapts to its' changes.

For the student who wants to get employed, as he/she gets the information about free work places and their exposition (attributes), the employers as well get information about people who want to get employed, especially, the gradutors of HEI, their mastering of specialty knowledge, occupational acquirement, psycho-physiologic peculiarities and personal qualities. That is, in here discussion is about "career potential of graduator". In the article author determination of category "career potential of graduator" is offered, its structure is brought and methodic basis of diagnostics of career potential of graduator is defined. "Career potential of graduator" – is the sum of physical, mental, and intellectual potentials for student's position (job, career) improvement.

The following is recommended to be added as student's career potentials' quality indicator: student's specialty potential; student's psycho-physiologic potential, student's personal potential. The appraisal of their quality indicators will be seen explicitly in the article. We offer the formula for calculating career potential of graduator (CPG).

On the basis of degree evaluation of "career potential of graduator", we recommend four qualitative levels of graduator. 1) "**Successful**". These gradutors are requested in the labor market, their rating is highly evaluated (higher then middle), they have own development plans. 2) "**Growing**". Gradutors, trying to become better, also requested in the labor market, their rating is evaluated higher then middle level. 3) "**Stabilized**". The graduates, having possibility to become successful. 4) "**Stopped**". Level of professional competence of such gradutors doesn't let them make their functional duties at needed level of quality, that's why, their rating level is lower then middle level.

For each category, appropriate sign of quality is recommended. At the diploma giving ceremony, along with the traditional black suit with black hat that gradutors wear, we recommend the gold, silver and bronze colored tress on the hat, according to us, this will create basis for healthy competition among the students for career development potentials at HEI. This can benefit in two ways.

Key words: career readiness, portfolio of the career development, career potential of graduator, diagnostics of career potential, convergent curriculum.

Introduction

Education possible to consider as multifunctional process, providing formation, development and realization to personalities and need for society in personnel determined to qualifications. Cooperation of the education and labor activity at different history periods had its specifics and different forms of the interaction. In condition of the deficit worker places and increasing of the requirement of the employers toward candidates on vacant workplace becoming actual the research of the **career readiness of the gradulators** of HEI, which is a guarantee of their successful job placement.

Sustained development of the tourism and hospitality is straight defined by preparedness of the personnel, its competitiveness, organizing and professional quality and their correspondence to that expectation, which arise the tourist environment. One of the priority problems is a making the systems of the diagnostics, estimations and analysis of the potential abilities of the graduates (the young specialists), to reveal career potential allowing in step of entering in professional activity, goal-directed build system to motivations of the labor and create the favorable conditions for career management. The purpose of the article is concluded in study of methodological approach to the forming system of the offer on the labor market and are recommended ways of increasing career potential graduates' high schools in sphere of hospitality. It is offered and proved integral notion "career potential" and "career readiness" graduate of the high school and are presented their theoretical model. The methodological base is designed for estimation of the career potential of the graduates of high educational institutions and for forming their career readiness in process of the education.

The modern training must be realized on special, social-professional and individually-professional levels. The first level - special competence - forms the professional directivity and system of the professional knowledge, skills and acquired habits, promoting acquisition of the experience of the decision of the professional tasks. The second level - social-professional - integrates social and special competence and characterizes the ability of the individual to put the problem of professional realization simultaneously in social and personal categories. The third level - individually-professional - is based on astrology paradigm of the education. The primary task of this level is person self-actualization, maximum use of its potential and possibilities.

On base of the estimation degree "career potential of the graduate" by us recommended to classify four qualitative groups of the graduate and for each this categories is recommended corresponding sign quality.

New system of the job placement of high school graduates

At the moment development of the youth labor market reached such level that it's already possible with sufficient degree of certainty to outline the sidebars of the forming new system.

The base of the job placement system of graduates of high schools, working in conditions of free labor market are three interconnected groups: **young specialists - a high schools - an employers**. Inside of this triangle functions different types of organizations, holding all three groups in interaction - Mass media and Internet as the most efficient for present-day day instruments for graduates to searching the work, services to employment (state and university) and private agency (trained and agency on job placement).

Qualitative level of the career readiness

Career readiness - directed on planning and building personal career expression, including its beliefs, glances, motives, feeling, installations, mood on behavior, which will provide the successful career building and correspondence of the personal expectations to the career environment expectation; this is concentration of power to personalities, directed on creation career plan and its realization, is a premises to goal-directed activity on building career, its control and efficiency.

Career readiness stipulate as external, so as an individual quality of the young person – by the level of his motives, behavior, nature, temperament, ability, experience and knowledge.

So prevent readiness of the career development can not only unfavorable external environments, but also emotional-volitional instability of the person, skills weakness, some undesirable line of his temperament and others.

And vice versa, confidence in success, gained knowledge in high school, skills and acquired habits, experience, received at the time while passing practical lessons, personal example of the teachers and leaders assist to appearing and strengthening career readiness of the graduate.

Career readiness, on our view, presents integral education, which functional structure consists of objective and subjective factors, each of which has their own components and interconnection.

Student's career potentials

Speaking about developing student's position, with respect to the idea of student's working opportunity, the notion of "student's career potentials" will include various features which is necessary for learning person to develop position.

Student's career potentials– is combination of physical, spiritual and intellectual opportunities which is necessary for student's movement toward position.

The analyzing of student's position opportunity will help choosing person's correct profession and developing it.

This process will be done in by several steps (Figure 1);

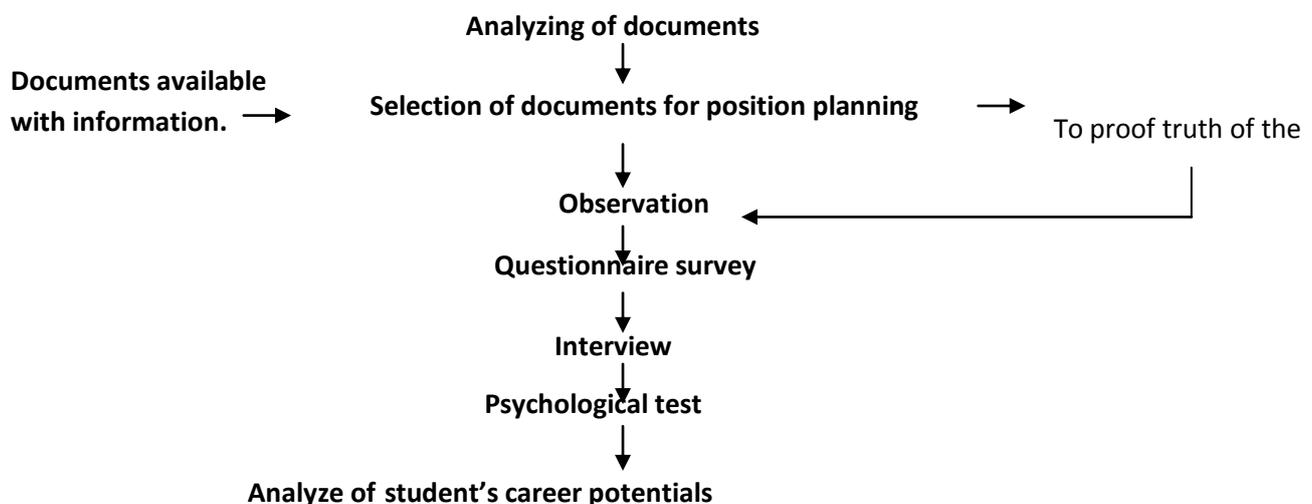


Figure 1. Diagnostics of student's career potentials

During analyzing process of student's position opportunity, his level of education and diploma which expresses personal merit, also it's appendix, certificates, work record card, character, testimonial and other documents are important. During position planning, from these documents the main ones will be chosen and analyzed. To check the truth of the student's documents will be done by observation, questionnaire survey, interview and psychological test.

Portfolio as efficient means of diagnostics of the career developments graduator

The important aspect in the career development of the graduating student's, in our opinion is using during self-presentation by young specialists such effective form like **portfolio**.

Portfolio of the career development (PCD) – it's enough well recommended in Western countries, technology of the professional career planning.

PCD represents a package of documents in papers or in electron version, which describes all the achievements of the student (as academic – educational and as well personal). Portfolio will make in like key that provide effective cooperation with scientific advisers, teachers and tutors in high schools during academic period, and also with potential employers after graduating high school.

PCD in minimized variant should include the following points:

- Professionally made, responding up-to-date demands abstract:
- List of learning training courses by main part of the activity and part of knowledge connected with it, including additional specialization, trainings, specialized seminars and master-classes of leading teachers.
- List of non educational measures and any positions, where in practice uses leadership skills (for example, senior student of the group, adviser of the student scientific group, tutor of the first or second-year students);
- Description of the career potential and readiness to career in terms of getting skill and experience;
- Recommendations of the leading teachers, managers of the course projects, bachelor thesis, industrial trainings;

PCD has double designation – on the one hand evaluation of the educational progresses and scientific achievements and on the other hand – evaluation of the readiness to professional career.

1.Purpose educational-scientific estimation: PCD in this case serves as instrument of the estimation, changing at time on measure of the documentary confirmed development to readiness to education and professional growing at innings in high school. On measure of the mastering educational portfolio course describes the student acquired skill and competency required for successful and long career.

Since time PCD changes in it is enough complex extended and deepened structure of the abilities and achievements. PCD is an optimum way of totaling educational and scientific achievements of the student after consultation with scientific tutor and professorial-teaching staff of the department and faculty and creates the possibility for the further scientific-research career (for instance, entering to master or graduate school). In connection with the all high schools of the Russia by transition to two-level system of the high professional education - bachelor and master - qualitative made PCD becomes one of the important criterion for entering to magistracy.

2.The Purpose of the estimation to readiness to career. PCD is an important instrument of giving business and personal information on student-graduate of the high school (in the manner of summary and letters of recommendation) potential employers, for arrival on work on the conditions of as partial (as far back as period of the education), so and full employment.

Thereby, career portfolio is an efficient issue of the career development, which contains much more information for understanding, than standard summary. Professional formed PCD can help the graduate to attract attention of the employer and emphasize his competitive advantage in contrast with the other pretenders.

Professional and full PCD allows the employer easy to examine the level of preparation and the whole spectrum of the skills and abilities of the candidate and creates the condition for taking the optimum personnel decision.

Evaluation method of the career potential of graduator

For evaluation career potential of graduator 3 criteria will be used:

1. Professional opportunity of the student (POs);
2. Psycho physiological opportunity of the student (PPOs);
3. Personal opportunity of the student (PEOs);

After having analyzed the results of the graduator's indicators, career potential of graduator (CPG) will be calculated by the below offered formula:

$$CPG = (POs+PPOs+PEOs)/3;$$

Qualitative groups of the graduate of the HEI

On base of the estimation degree of "career potential of the graduate" we recommend to classify **four qualitative** groups of the graduator of the HEI.

1) **"Successful"**. These graduates are claimed on the labor market, their services are high paid (above the average), they have a plans of the own development. The majority of them perceive their work as process of constant self-perfection. They are open to new experience, ready to try unknown, have well developed efficient skills of self-presentation, capable "to sell" their own skills, talent for worthy price. Their career purposes - in equal degree professional recognition and financial welfare. One's own professional future (3-5 years) these graduates see or as exit on qualitative other level, or as change the type to activity. If "native" company will not give such possibilities, they sooner will leave it. "Successful" graduates are maximal oriented on dynamic professional and management career. It is accepted to select four variants of the career development: 1) without change the professions and organizations; 2) with change the professions, but within the framework of the same organizations; 3) without change the professions, but with change the organizations; 4) with change both professions and organizations. From these variants "successful graduator" prefer fourth - with change both professions and organizations that is to say demonstrate maximum career mobility.

2) **"Growing"**. The graduates tending become successful, also needed on the labor market, their rating are valued high average level. They try to establish and consolidate professional and personal relationship, will actively try out oneself in new project, new directions to activity. They while lack the experience, level of qualifications and efficient communication skills, they not always capable adequately to value their own professional possibilities. Their career purposes – first of all financial welfare, and only then professional recognition. Ones nearest professional future (3-5 years) they see as the further career and professional growth in their sphere of activity. From four possible variants of career development they prefer the third model (without change the professions, but with change the organizations), that is to say demonstrate enough high career mobility.

3) **"Stabilized"**. The graduates, having possibility to become successful, and as a result of opening own career potential they can be claimed on the labor market, their rating are valued on average level. Ones own nearest professional future (3-5 years) they see as stable career and professional growing in main activity sphere.

In most cases choose second in brought above classification (with change the professions, but within the framework of the same organizations), more stable career model, which distinctive feature is consistency and less variability.

4) **"Stopped"**. The level of professional competence of such graduates does not allow to perform the functional duties on it is enough high quality level so and their rating level is below average indicates. Their professional activity is usually limited in the frame of one company and professional interests - in one sphere. This is indicative of it is enough low level of professional reflection, and about absence of the motivations to growing in professions. Career goals, as a rule, are limited by financial welfare. "Stopped" in career growing graduates enough fuzzy present their professional future, their career plans are limited by the task of keeping available position. In most cases uniquely choose first in brought above classification (without change the professions and organizations), the least radical career model, distinctive feature is constancy and stability. As a rule, without striving to take executive position, which can be indicative of low leadership qualities or about primary orientation on self-actualization outside of professional sphere. Received results in similar researches can be used by personnel manager on building career plans of workman and making the address systems of the stimulation and motivations of the personnel.

Signs quality for expressing career potential of gradulators

This indicator gives chance for employers to choose in vacancies deserving candidates. Taking into account gradulators' position opportunity, we offer 4 quality groups in position opportunity and also symbolic quality sign belonging to each group.

The measure will be double effective:

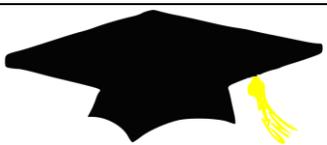
At first, employers will get basic info from graduating student's quality sign description by position opportunity and will rise the desire of hiring gradulators.

At second, among students after having finished institute of higher education will positive influence to be at well work placement and to get higher positions, also increase career development and will link education subjects with practice which encourages students to learn better.

The important aspect of the job placement of graduates of high schools is to study factors, influencing upon process of the shaping behavioral youth strategy on the labor market.

We have analyzed, as representatives of the groups, realizing different behavioral strategies, plan their professional activity, form their own beliefs about success and life sense.

Table 1. Quality groups and signs of the career potential of gradutors

No	Career potential of the gradutors rating	Qualitative groups of the career potential of graduator	Signs quality for expressing career potential of gradutors	Quality sign description of the career potential of gradutors
1	0-55 point	Stopped		Black traditional headwear for wearing in diploma presentation party
2	56-70 point	Stabilized		Graduator's bronze color plait headwear
3	71-85 point	Growing		Graduator's silver color plait headwear
4	86-100 point	Successful		Graduator's gold color plait headwear

Conclusion

Brightly expressed economic nature of tourist activity requires today and corresponding to professional, first of all, economic knowledge. Today tourism and hospitality need the specialists new, economic structure, which can literate orient and make a decision in condition of the change the market conjuncture and, accordingly, obtain the professional success in its career. So competent preparation of the economic literate specialists must become the base element in preparing the personnel for tourist industry. This condition is an important premise of the efficient operation and development of national and regional tourism.

Today one of the most major problems in high professional tourism education is a provision quality preparation of the specialists for hospitality sphere. In this process defining role rightfully conduct to the development a practice- oriented curriculum.

In conclusion want to emphasize that science, education and tourism in modern conditions the notion inseparable from each other. Only on scientific base in high educational institutions possible to prepare the competent personnel for industry of the tourism and hospitality, but tourism, accordingly, will be able to occupy the worthy place in economy of the country and develop in interest of the prosperity of Uzbekistan and provision of life need of the republic citizens. In high schools should pay close attention to job arrangement of the students, formulate necessary services to get a job and for helping to gradutors self development we offer to create a new "Career centre" in Uzbekistan high schools.

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