



MODERN PROBLEMS IN EDUCATION AND THEIR SCIENTIFIC SOLUTIONS

THE MANIFESTATION OF HUMAN RESOURCE TRAINING MANAGEMENT IN THE DEVELOPMENT OF INNOVATIVE ENTREPRENEURSHIP

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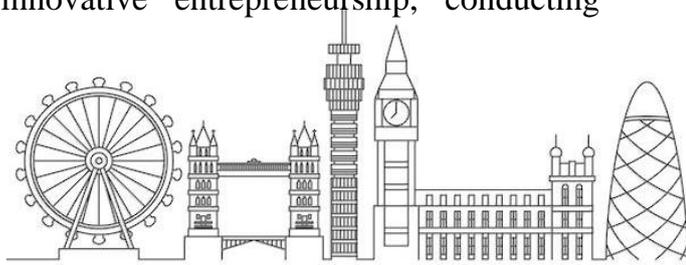
**Abstract:** *This article analyzes the importance of human resource training management in innovative entrepreneurship models that have been formed in global practice. It identifies the priorities in ensuring the interconnection between these elements.*

**Keywords:** *management, human resource training, human resource training management, professional competence, higher education services, labor market, education system, innovation, innovative activity, entrepreneurship*

Based on a deep and systematic analysis of the scientific views that have emerged in economic science regarding innovative entrepreneurship, it is evident that this type of activity not only involves the production of goods or services, but also necessitates the creation of broad opportunities to stimulate economic and technological development. Moreover, it shows that the infrastructural support for the development of this field — particularly human resource training management — must be organized in such a way that it provides educational services through deep integrative relationships with the real sector.

International studies conducted at a global level confirm the validity of this conclusion. For example, according to the World Bank, “In ensuring the effectiveness of developing an innovative economy in a country, the impact of human resource training management accounts for 60-70%, and in this regard, priority should be given to using innovative approaches instead of traditional forms of educational services.” Based on the recommendation of this global organization, the development of innovative entrepreneurial activity requires that educational services within human resource training management also be organized using innovative approaches. This indicates the existence of a strong internal link between both spheres.

Furthermore, in organizing human resource training management in higher education institutions for the development of innovative entrepreneurship, it is necessary not only to ensure human resource provision but also to establish its role as a central component of the innovative entrepreneurship ecosystem. In this regard, foreign scholar Y. Sai, Y. Albouy, S. Gretzinger, and G. Surie, the conclusions indicate that in managing human resources aimed at the development of innovative entrepreneurship, conducting





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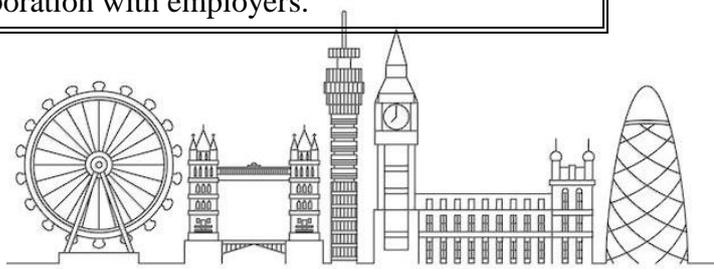
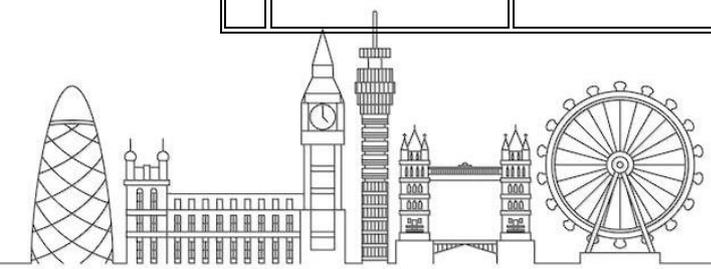
marketing research serves a dual purpose: on one hand, it helps train specialists in line with market demand; on the other hand, it creates a source of new ideas, technologies, and startups for business entities operating in the real sector that are engaged in innovative entrepreneurship.

In countries leading in innovation such as the European Union (EU), OECD member states, and the United States, the management of human resources targeted at developing innovative entrepreneurship is implemented through higher education institutions, which have long been established as an integral part of the innovation ecosystem. These institutions are required to fulfill the following functions: Develop innovative ideas based on the real sector's demand for new developments and solutions in innovative projects; Actively participate in the creation of startups based on innovative projects; Form temporary scientific teams composed of highly experienced professors and students with strong scientific potential and creative thinking skills to develop various innovative and startup projects; Develop the scientific and innovative service activities of higher education institutions for the creation of innovative projects, through the involvement of investors and business partners. In addition, analysis of the practices of developed countries shows that human resource training management, when systematically organized within higher education services, serves as a key lever in establishing cooperation between the public and private sectors to stimulate innovative entrepreneurship. In this context, public-private partnerships (PPPs), strategic clustering, grants, and venture funds play a crucial role .as well as mechanisms such as innovative educational standards are widely used (see Table 1).

Table 1

Mechanisms for Developing Innovative Entrepreneurship Between the Public and Private Sectors through Human Resource Training Management

Mechanism	Operational Characteristics of the Mechanism
Public-Private Partnership (PPP)	Ensures the implementation of infrastructural innovative projects through mutual cooperation between the public and private sectors.
Strategic Clustering	Enhances the innovation activity of regional sectors based on the integration of education, scientific research, and production practices within a defined geographic area.
Allocation of Grants and Venture Funds	This mechanism plays a financial role in practice and is widely used in financing innovative startups.
Innovative Educational Standards	Applied during the training of specialists who meet the competency requirements of highly qualified personnel engaged in innovative activities within national economic sectors. It requires the development of qualification standards for various professions and specializations in collaboration with employers.





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Based on an analysis of the interrelation between innovative entrepreneurship and human resource training management models, particularly in terms of the professional competence requirements for personnel, it is concluded that the two spheres are interconnected through technological, administrative, intellectual, psychological, and social dimensions. These interconnections between the models are explained as follows:

**Technological Interconnection** – Technological development is, on one hand, a key factor that stimulates the growth of innovative entrepreneurial activity. On the other hand, it is a process that occurs through the integration of scientific and technological advancements into educational services via human resource training management. In addition, technological changes within human resource training management enable the modernization of educational service delivery processes.

This situation demonstrates that human resource training management not only fosters the development of innovative entrepreneurship but also creates the necessary conditions for the innovative development of the educational service sector itself.

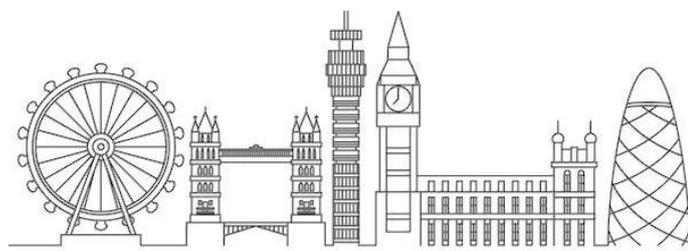
**Administrative Interconnection.** This is formed through a system of contractual relationships that arise not only in the training of personnel but also in the development of innovative solutions and the organization of student internships, within the framework of scientific and innovative collaboration between higher education institutions and representatives of the private sector.

**Intellectual Capacity.** This involves the engagement of highly scientifically competent personnel, mentors, and specialists as resources for entrepreneurial entities involved in innovative activities within the private sector. Human resource training management plays a key role in delivering these resources in line with industry demands.

In this regard, the subjects taught and the specialists trained in higher education institutions must meet the intellectual competency requirements expected by the private sector for driving innovation.

**Psychological Interconnection.** This refers to students' skills in conducting entrepreneurial activities, their creative thinking, motivation, and their preparedness for dealing with various problematic, conflict, and crisis situations. These characteristics are considered essential and are developed as part of the educational process.

**Social Interconnection.** This encompasses the processes involved in ensuring employment for graduates by supporting and developing local innovative initiatives, which in turn lead to the creation of new job opportunities.





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