

Prospects and Forecast of Training of Highly Qualified Staff in Tourism

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Abstract: The article shows the prospects and forecast for the training of highly qualified personnel in the field of tourism. Conclusions, proposals and recommendations on the prospects for training highly qualified personnel in the field of tourism in Uzbekistan are also given.

Keywords: tourism, personnel, qualifications, concept, tour operator, bachelor, master, forecast, exponential trend.

Introduction. One of the characteristic features of the changes taking place in the world economy today is that tourism is becoming a promising and highly profitable sector of the economy of a number of national economies. Developed countries that believe in the prospects for tourism and understand the need to use its potential rationally, pursue prudent macroeconomic policies and achieve economic impact. As a result of the development of the tourism industry, large-scale quantitative and qualitative changes are taking place, and as a complex industry they have a strong impact on various spheres of public life. Tourism, as a phenomenon operating in a multifaceted and complex environment, in the process of its development is a means of solving many problems of many industries and sectors of the country, social development of the country, raising the level and quality of life. [1].

Research methodology. The methods of analysis and synthesis, induction and deduction, multidimensional and dynamic comparison, periodicity, correlation and economic-mathematical modeling were used.

Analysis and results. Predicting the number of bachelors and masters studying in tourism is important for tourism development. First, we analyzed the time-varying dynamics of the variable (Fig. 1).

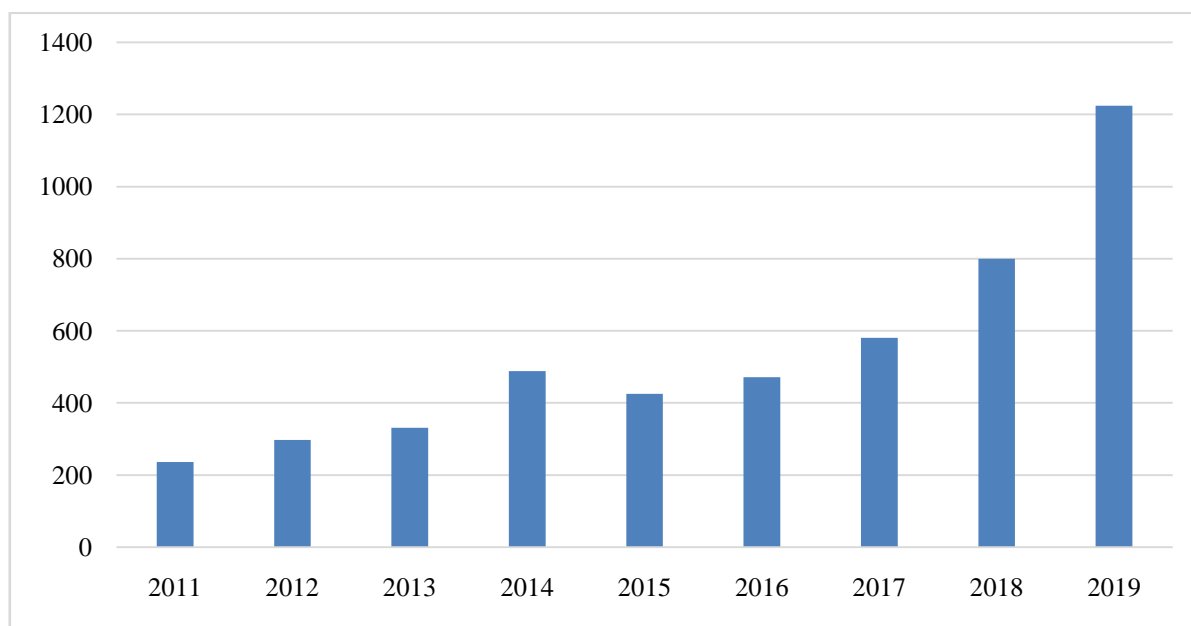


Figure 1. The number of bachelor students in tourism

Figure 1 shows that the rate of growth in the number of undergraduate students studying in tourism increased rapidly from 2011 to 2014, but declined slightly by 2015 and increased exponentially until 2019. We assume that at the current level of tourism, the demand for personnel working in the tourism sector will increase over the next five years, and therefore the number of students studying in the tourism sector will remain high. Based on this, we calculated the number of bachelors in tourism on an exponential trend. In this case, the exponential trend line looked like this:

$$Y_{bachelor} = 196,01e^{0,1774t}, \text{ здесь } t - \text{ время.}$$

Based on the above formula, predicted values are formed in Table 1. At the same time, of course, as a result of the fact that the International University of Tourism of the Great Silk Road, established in 2018, has become the country's leading university and the development of tourism infrastructure, the need for qualified personnel in this area will grow in the next 5 years.

At the same time, in our opinion, an increase in the number of students studying in the field of tourism in other universities of the country is expected, including the Tashkent State Economic University, Bukhara State University and Karshi State University.

Table 1 Forecast of the number of undergraduate students studying in the field of tourism

Years	2020	2021	2022	2023	2024	2025
Number of bachelors enrolled in tourism	1159	1384	1652	1973	2356	2814

The main reason for this is the construction and modernization of tourism infrastructure in the regions. The forecast results are presented graphically in Figure 2 below.

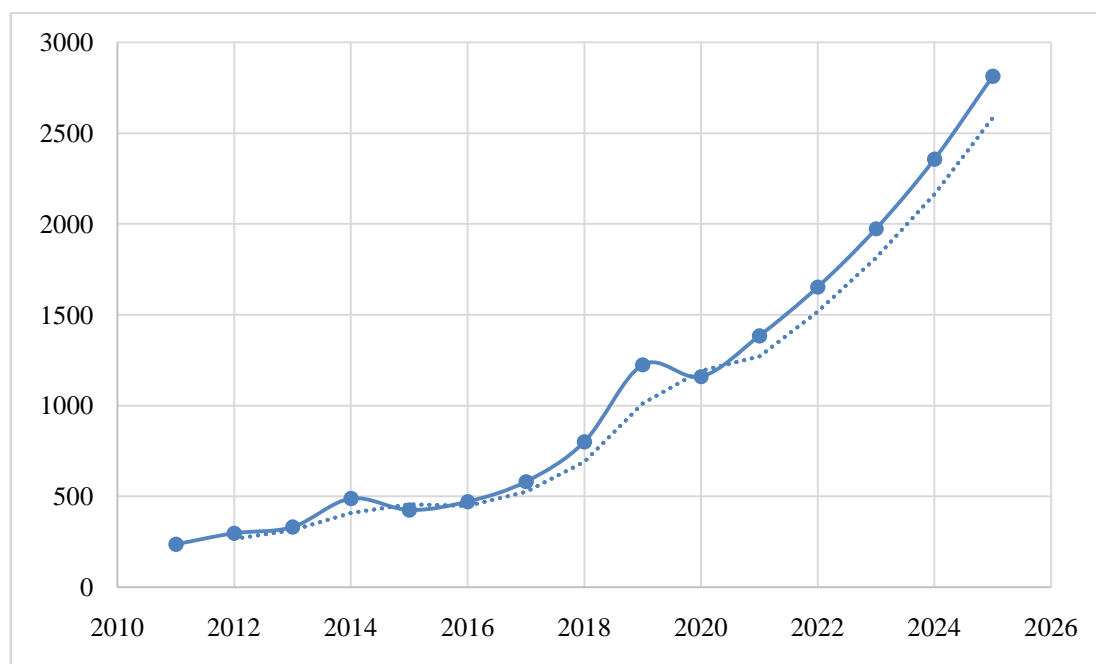


Figure 2. Forecast of the number of bachelors studying in the field of tourism

In general, from 2021 to 2025, the number of bachelors studying in tourism in the country is expected to double. It can be assumed that the rapid growth in the number of bachelors in recent years will be caused by the completion of newly formed recreational complexes and large investment projects, which means that there will be a shortage of qualified personnel in the labor market. Indeed, in the effective functioning of modern infrastructure, the main role is played by personnel who are fluent in foreign languages and are able to provide tourists with quality services. Thus, it can be scientifically substantiated that by 2025 the number of bachelors will double in comparison with 2020.

Studying the dynamics of the number of masters studying in the field of tourism, it was concluded that they also grow with an exponential trend in proportion to the number of bachelors, and on this basis, the following exponential trend formula was used.

$$Y_{magistr} = 6,55e^{0,2263t}, \text{ здесь } t - \text{ время.}$$

In this formula $Y_{magistr}$ - indicates the number of masters studying in tourism. Table 2 below shows the predicted values for the number of masters.

Table 2 Forecast of the number of master's students studying in the field of tourism in 2021-2025

Years	2020	2021	2022	2023	2024	2025
Number of Masters Trainees in Tourism	63	79	99	124	156	195

The results of the forecast of the number of masters studying in tourism are graphically presented in Table 2. As can be seen from Table 2, although the number of masters is partially reduced in 2020, there are high growth rates in the period from 2021 to 2025. At the same time, in our opinion, it can be predicted that by 2025 the number of masters will increase by 310% compared to 2020 due to the growing demand for qualified specialists in the field of tourism due to the construction of large

infrastructure facilities in the cities of the country. Based on this forecast, the growing importance of tourism in the economy of Uzbekistan will lead to an increase in the need for research in this area. Considering that many masters will be engaged in research work, it can be concluded that our hypothesis is relevant.

Conclusions and proposals: In conclusion, it should be noted that one of the necessary conditions for the successful operation of integration complexes at a new stage of the country's development in accordance with the reform of higher education is the spiritual and moral education of students. It is advisable to pay attention to the following:

- firstly, training of highly qualified personnel who know the peculiarities of the culture of the Uzbek people, scientific, theoretical, philosophical and economic foundations, traditions that meet the requirements of the time;
- secondly, it is important to train a new generation of competitive professionals capable of carrying out a high level of professional activity in a new period of development;
- thirdly, to educate schoolchildren in the spirit of love and devotion to the Motherland, friendship of peoples, national and universal values, to ensure their broad and independent worldview;
- fourth, about the contribution of our great ancestors to the development of world civilization, the scientific heritage of great thinkers, the role and significance of our country in the world, its relations with other peoples of Central Asia and the world community, as well as scientific problems and prospects for its development;
- fifth, the creation of educational and methodological literature of a new generation, fully compatible with the training of modern specialists, the preparation of scientifically based proposals for improvement and the publication of textbooks on various topics and areas;
- Sixth, to conduct research on modern effective methods of teaching the humanities and social sciences, the introduction of new pedagogical technologies in the educational process.

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