

DIRECTION FOR IMPROVING THE COMPLIANCE OF EMPLOYMENT POLICY AND LEARNING OUTCOMES OF HIGHER EDUCATION IN GEORGIA

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Abstract

The article discusses the importance of the employment policy and directions for the improvement of higher education in Georgia. Employment policy can be defined as a set of programs and opportunities through which the state tries to increase the rate of employment in the country. Ensuring the effective employment of the population is extremely important for accelerating the economic development in the country and solving existing social problems. When implementing the employment policy, it is important to focus on the formation of human capital. Human capital is the main factor in the formation of innovative economy and knowledge economy as a post-development high level. It is influenced by education, knowledge, skills, competencies, attitudes, health and well-being. Investing in human capital, as well as investing in physical capital, increases the labor productivity of individuals, it has a significant impact on the quantitative and qualitative development of working capacity. The availability of qualified workforce ensures both the increase of labor productivity and the attraction of investments in production.

Keywords: *Employment policy, human capital, learning outcomes, higher education, investments.*

JEL Classification: *E24, J21, J23, J24*

I. INTRODUCTION

Employment policies are important for both employers and employees to understand their respective employment relationships. The right kind of policy can strengthen an employer's position and shape employee behavior.

Most importantly, there is a close, logical connection between economic development and employment policies in these countries. In particular, in the pre-industrialization period, in order to reduce unemployment, countries are focused on the development of sectors that are low-tech, but require a large amount of labor (Soon & Stoeber, 1996).

Education and training are indirectly related to state creation. This relationship is related to the macroeconomic nature that is derived from the analysis and explanation of education policy. Knowledge is the source of innovation and the result of economic growth. Human capital through education makes the initial and final contribution to the category of economic growth. Human capital is a combination of skills, experience, knowledge, which is used to meet the multifaceted requirements of a person and society in general. Human capital is considered as a combination of investments in a person, and the ability to work is enhanced by education and professional habits. Innovation or traditional societal change processes require large amounts of strategic human capital. Skill generation is a time-consuming process, therefore the whole process of human capital development requires a long-term policy. Human capital formation refers to education, improving health care and training workers in specialized skills.

There are two main problems of developing countries: the absence of the most important skills needed for the industrial sector and the excess labor force. Most developing countries have a low rate of economic growth, which is partly due to a lack of investment in human capital. In the formation of human capital, it is important to develop the best skills. Thus, the lack of adequate investment in human capital leads to a low rate of utilization of physical capital, which leads to development lag.

Thus, in the formation of human capital, it is necessary to solve the problem by forming the necessary skills in people and creating profitable jobs (Kwataiah, 2016).

According to the concept of human capital, the quality of work ability of employees will be improved by investing in said capital. The education, experience and skills of employees are of economic value to employers and the economy (Kenton, 2020).

Therefore, human capital requires: the recruitment of new and expanded government services, the introduction of a new system of land use and the development of new methods for the improvement of agriculture, the creation of means of communication, the strengthening of industrialization and the reform of the education system.

II. RESEARCH PURPOSE AND METHODOLOGY

The purpose of the article is in state and private organizations researching the level of education of employees and determining effective ways of achieving compliance with the requirements of the employment policy. When conducting employment policy, it is important to study the level of education of employees in private and state organizations. However, only the level of education does not determine the perfect study of the employment problem.

Various theoretical and methodological tools are used to achieve the set goal in the research process.

The methods of analysis and synthesis, quantitative and qualitative, interview/survey, deduction, generalization and data analysis are used in the research process. In order to study the relevance of higher education learning outcomes to the employment policy, a desk study of the works of Georgian and foreign scientists was conducted (Scopus, Web of Science, Google Scholar, Researchgate), using reports of international organizations, materials posted on scientific electronic portals;

As a result of the research, middle and top managers of 144 organizations were interviewed in Georgia, we considered it important to pay attention to specific nuances during the research process: such as the percentage of respondents' gender, manager rank, and organization type. A gender balance was revealed from the interviewed respondents, which is important and noteworthy. Because Georgia, as a country of the former Soviet Union, has the status of "developing" at this stage, and the presence of gender balance in managerial positions can be considered as an indicator of the European trend.

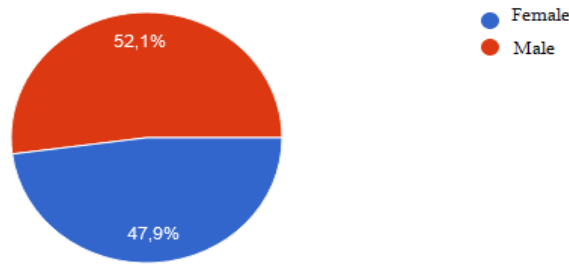


Figure 1: Gender of respondents

50% of the surveyed managers are distributed among top managers and 50% among middle managers.

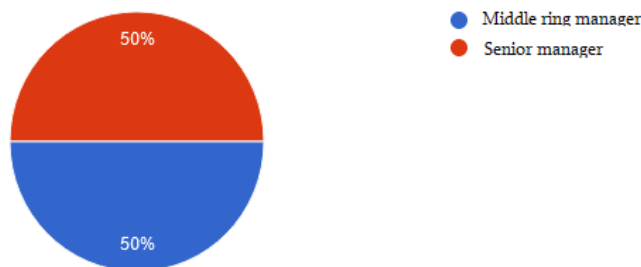


Figure 2: Position of respondents

According to the survey of organizations, the share of the private sector was 58.3%, and the share of state organizations was 41.7%.

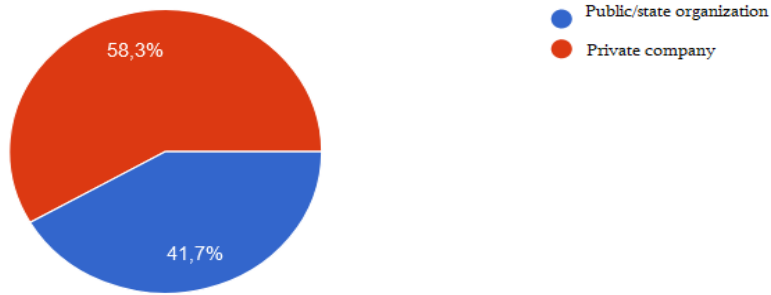


Figure 3: Type of organization

It is important to note that most of the interviewed respondents work in the capital of the country, while the other part comes from the regions. The field of activity is quite diverse.

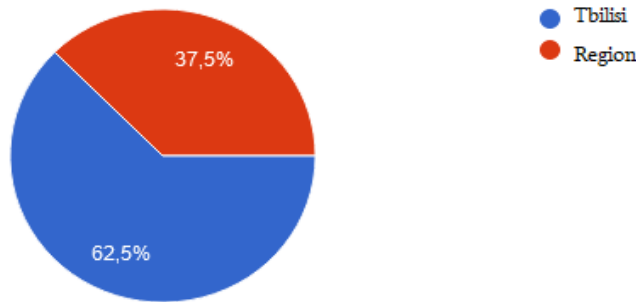


Figure 4: Location of the organization

It should be noted that the employment rate is high: In government services, in the field of transportation, distribution and logistics, the field of education also dominates

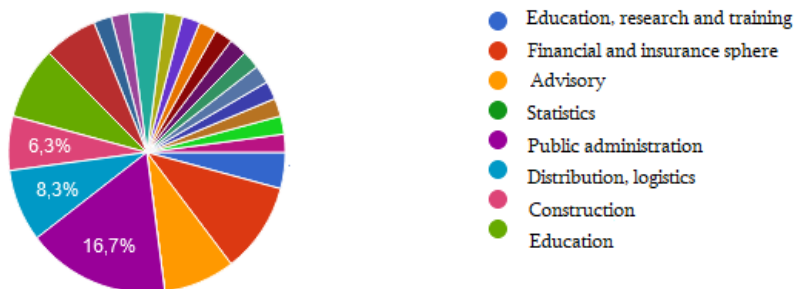


Figure 5: The field of activity of the organization

From the research conducted in the organizations, the number of employees was distributed as follows:

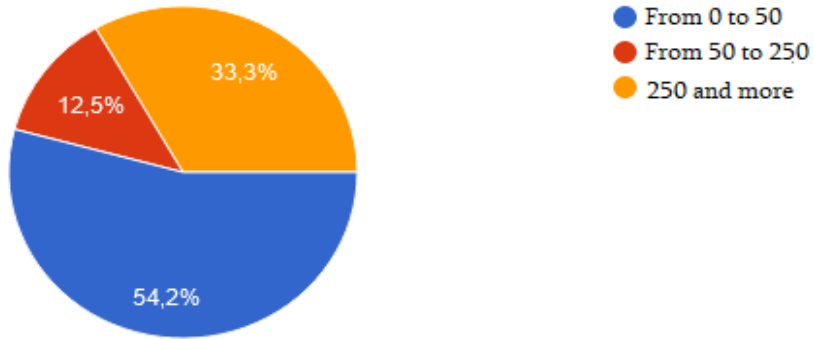


Figure 6: Number of employees

12.5% of respondents were divided between 50 and 250, 54.2% employed up to 50 people, and 33.3% were divided between 250 and more. The largest percentage includes the smallest number, highlighting the fact that organizations are generally not very large.

When studying the annual turnover of organizations, a dominant share of relatively small-budget organizations was revealed.

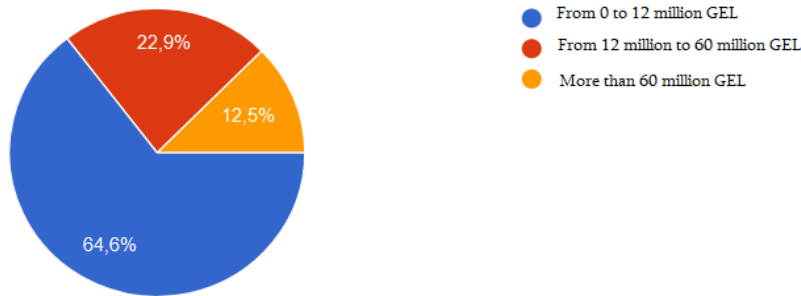


Figure 7: Annual turnover of the organization

Research has shown that the demand for higher education is in the market and the degree is being considered. The majority of the respondents indicated that any certificate of higher education is acceptable, In addition, 16.7% prefer a master's degree or a higher degree.

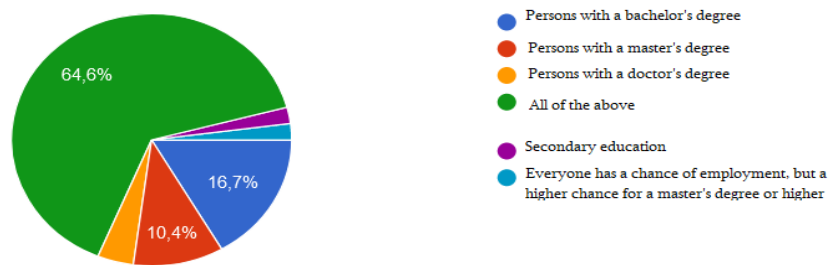


Figure 8: Demand for personnel according to the level of education achieved

Above we have discussed the requirements of the organizations regarding the personnel, but the actual competition in the market is also worth noting. Most of the respondents noted that there is a shortage of young qualified personnel in the market.

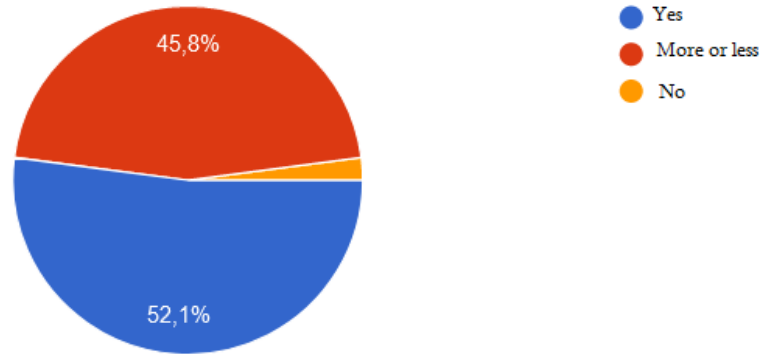


Figure 9: Is there a shortage of young qualified personnel in the labor market?

Most of the organizations report that it is difficult to find a staff with appropriate qualifications.

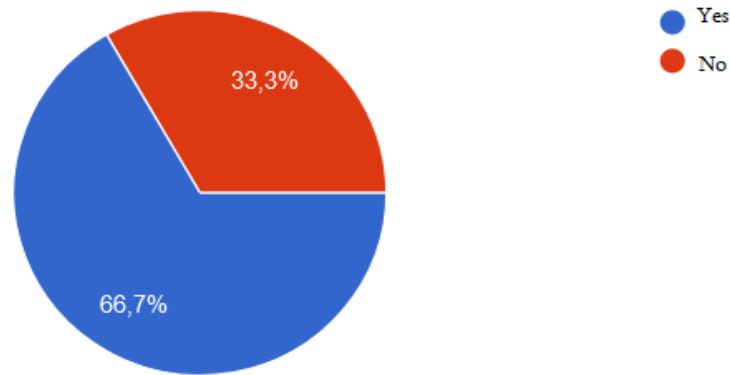


Figure 10: Having problems finding the right staff/employee in your organization?

Specialization and practical knowledge are in demand by organizations in Georgia. The studies revealed the skills demanded by employers, where practical knowledge is still given priority. As it can be seen from the research, employers need employees with higher education status with practical knowledge the most.

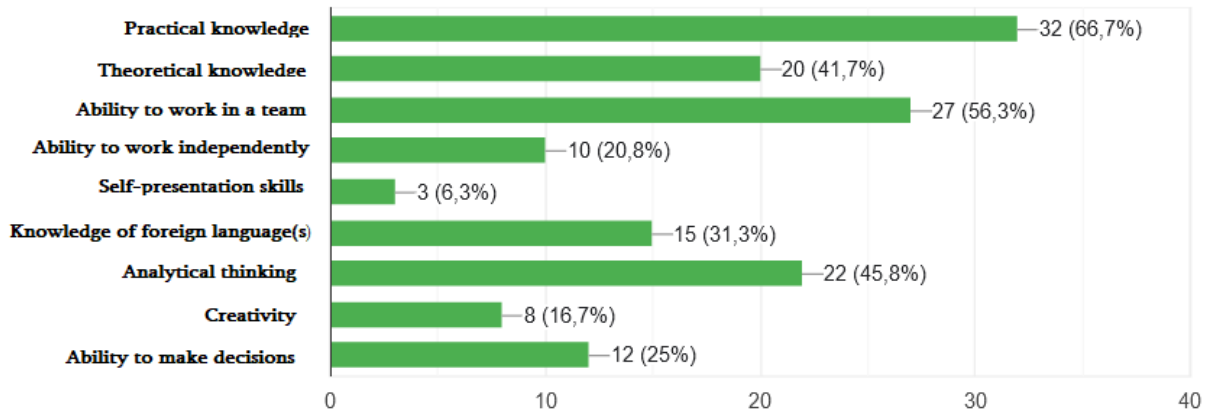


Figure 11: Important competencies that a person must meet in order to be employed in the organization

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III. CONCLUSIONS AND RECOMMENDATIONS

Georgia currently has both supply and demand side employment policy features. Therefore, by creating a free environment for business, jobs will be created and it will be possible to solve the problem of unemployment. The national employment policy should not be conducted in isolation, but should become an important component of the economic development strategy.

When discussing employment issues, it is important to determine the degree of polarization of the labor market in Georgia. Polarization is an acute problem in the developed economy of the West.

It is noteworthy that the services offered by the employment agency are related to the state programs focused on the development of the private sector, such as, for example, the "Enterprise Georgia" program.

It is important that private sector and business development programs fall under some "industrial development" framework, which on the development of innovative sectors and Accordingly, the focus will be on creating not only "more" but also "better" jobs.

Human capital, which is created in the higher education system, is used insufficiently effectively in Georgia. Along with the growth of state investments in higher education, it is necessary to take additional actions to increase the rate of public return of higher education:

- Rational distribution of state expenses on higher education
- Analysis and promotion of the compatibility of the results of the higher education system with the requirements of the labor market
- Promotion of income growth from higher education
- Increasing access to higher education for vulnerable groups

It is important at this stage to collect indicators of higher education returns and to implement a monitoring system. In order to increase the compatibility of higher education with the requirements of the employment market in Georgia, it is necessary to strengthen the result-oriented control mechanisms in the quality monitoring mechanisms of university education:

- In the case of creating a rating system of higher education institutions, inclusion of employment indicators as one of the components of the rating
- Ensuring the presence of career development centers in higher educational institutions
- Specifying indicators for verifying the compatibility of learning outcomes with market requirements in self-assessment and external assessment tools for accreditation of academic programs

Stimulating the self-employment of persons with higher education is a strategic step for increasing income from higher education, which will contribute to the growth of jobs in the country.

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