



IMPLEMENTING MODERN METHODS IN HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT

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Annotation: In the strategy of actions for the further development of the Republic of Uzbekistan, the priority tasks were the radical improvement of the educational sphere, improving the quality of education, the formation of a generation of intellectual potential, physical perfection, deepening the exact sciences and training qualified personnel for various sectors of the economy, and ultimately the creation of an educational system that

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One of the most common terms in economics is the concept of "Labor". They include people who, due to their intellectual and psychophysical qualities, can produce services or material products. In other words, it is the part of the population of the state that is busy in the economy or does not participate in it, but is able to work.

If I describe the research carried out by myself in terms of studying the existing strategy in our country in the direction of human resource management, it is possible to initially obtain the decree of the president of the Republic of Uzbekistan "on approval of the strategy" digital Uzbekistan-2030" of October 5, 2020 and measures for its effective implementation " PF-6079. The reason is the development of human capital in this decree, including the development of specialized education and the popularization of professions in the IT field, For it enterprises, the implementation of comprehensive measures to improve institutional conditions and reduce administrative barriers, actively develop the digital economy in our country, and to introduce modern information and communication technologies in all sectors and areas, above all, in public administration, education, health and agriculture, is set as priorities. Through the decree, the strategy "digital Uzbekistan — 2030" was approved, which established strategic goals, priorities and medium-and long-term prospects for the development of the digital economy and e-Government of the Republic of Uzbekistan, ensuring the rapid digital development of the economy networks, the social sphere and the public administration system, including further improvement of mechanisms for the provision of electronic public services. The strategy also serves as the basis for a more comprehensive implementation of digital technologies, based on the priorities set out in the UN Sustainable Development Goals and e-government development rankings.



The concept under consideration is used at the scale of the country and region, in a separate branch of the national economy or within the boundaries of a particular professional group. At the same time, another concept is used in economics. These are "human resources". The term has a slightly different semantic load and content. Human resources are understood as the main wealth of any organization. In addition, its prosperity is possible only when it is used taking into account the interests of each employee. After all, within this term includes the personal-psychological and socio-cultural characteristics of people.

The development of modern management is impossible without recognizing the ever-increasing role of each individual in production processes. In the current conditions, when technological innovation is significantly accelerating, competition is increasing and the economy is globalizing, the main source of increasing the efficiency of the organization's activities is the entrepreneurial and creative abilities, skills and knowledge of employees

In the 50s and 60s of the last century, Personnel Management came into being. At the same time, the employee began to be considered not as a person performing labor functions, but as a subject of Labor Relations, an active element of the internal environment of any organization. In the same period, a new concept appeared. He confirmed the existence of "human capital". It was a whole complex of heritage and acquired qualities (education, knowledge gained in the workplace), health and other components that can be used for the production of services and goods.

Over time, a more capacious concept appeared. Employees of the enterprise began to be evaluated as personnel with their own characteristics, because:

- People are smart. Therefore, their attitude to any external influence (or control) is not mechanical, but emotionally meaningful.

People are always able to improve and develop thanks to their intelligence. And this is the most long-term and important resource for the growth of efficiency indicators not only for any organization, but also for society.

People choose a specific type of activity for themselves. It can be industrial or non-productive, physical or mental. At the same time, they all set specific goals for themselves.

But the knowledge and abilities of people, their professional skills and qualifications are unevenly distributed between them. Therefore, each employee needs retraining and constant training, as well as support for his work motivation.

People management is one of the most important areas of organization management. After all, the employees of any company are its most important resource. It is with them that new products are created, funds are saved and used, and the quality of the final product is controlled. At the same time, unlike other reserves, the initiative and capabilities of employees are unlimited.



Various methods of Human Resource Management have been developed. It is the techniques and methods by which the manager manages the activities of the Labor team, including individual performers, which, as a result, make it possible to solve the assigned tasks.

In addition, all methods of Human Resource Management are tools for applying the laws of Economics in practice. Therefore, their study and application play an important role in the practical justification of all decisions of the manager in relation to employees who contribute to the performance of tasks; priorities for the company.

Human Resource Management has four tactical functions:

- Staffing.
- Training and development of personnel.
- Motivation management.
- Technical services.

Staffing includes selecting and hiring potential employees through interviews, applications, networks, etc.

Training and development are the next step in the process of continuous development of qualified personnel. Motivation is the key to ensuring high employee productivity. This function may include employee benefits, activity assessments, and rewards. The final function - service-involves maintaining their loyalty and commitment to the organization.

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