



## INFLUENCE OF PERSONNEL POLICY ON THE ACTIVITIES OF THE ENTERPRISE

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**Annotation.** Through this article, it is openly stated how much personnel policy affects the activities of the enterprise. It is mentioned that the policy at the enterprise is a policy that predetermines the contribution of employees to the development of the enterprise, which will further expand it, increase it. Information is given on what results the head of the enterprise pursues what type of policy.

**Annotatsiya.** Ushbu maqola orqali kadrlar siyosatining korxonada faoliyatiga qanchalik ta'sir qilishi ochiq bayon etilgan. Korxonadagi siyosat xodimlarning korxonada rivojlanishi uchun uni yanada kengayishi, yuksalishi qo'shadigan hissasini oldindan belgilab beruvchi siyosat ekanligi aytib o'tiladi. Korxonada rahbari qaysi turdagi siyosatni yuritib qanday natijalarga olib kelishi borasidagi ma'lumotlar berilgan.

**Keywords:** Personnel policy, cadre, population, personnel policy at the enterprise, private sector, forecasting, passive personnel policy, reactive personnel policy, warning personnel policy, active personnel policy.

**Kalit so'zlar:** Kadrlar siyosati, korxonada kadrlar siyosati, xususiy sektor, prognozlashtirish, passiv kadrlar siyosati, reaktiv kadrlar siyosati, ogohlantiruvchi kadrlar siyosati, faol kadrlar siyosati.

**Introduction.** The main task of any modern enterprise (organization) in the management process is to find highly qualified employees, encourage and motivate all employees to a single goal, to chip them to achieve the highest social and economic results, to develop at a sharp pace in the conditions of changing market relations, goho requires the use of measures to get out of the The innovative processes taking place in our national economy first of all require changes in personnel policies as well. Separately, it should be noted that this term has been used in practice for a long time, but at each enterprise (organization) it depends on what is its mode of operation, to what extent the issues involving personnel policy are carried out [1].



Employment of the population is not only economic, but also of great social importance for us. In addition to the authorities, ministries and departments, employer organizations, banking institutions should be more actively involved in the work. We should also take great opportunities for the development of tourism in the settlement of employment [2].

Personnel policy has a very kata effect on the study of the theoretical aspects of the formation and implementation of strategic plans that enterprises put before them. During the development of market relations, it becomes important that a number of tasks are carried out in the Personnel Management System.

In modern enterprises, it was determined that the essence and content of personnel policy, its main tasks and components will have a huge impact on the future duration of the enterprise's activities, its position in the market and its economic and social samadoriality. In the processes of modern development and globalization of the market economy, the main problems of the enterprise for the formation of an effective personnel policy are the identification of human resources with high practical and theoretical knowledge and work skills, their formation, development and effective use.

The most important aspect of personnel policy at the enterprise is to work with the reserve of personnel of the Leader category. The growth of the Professional (professional) position of employees at enterprises (organizations) of the Republic is based on the results of the assessment of the employee's labor, at the expense of professional-workmanship. In practice, however, in all enterprises of Uzbekistan, special measures for assessing the professional qualities of employees are not officially held, therefore, professional growth and promotion of employees to administrative positions are carried out in most cases by accident or on the basis of familiarity [3].

The practice shows that not all enterprises, especially in the private sector, have a single scientifically substantiated concept in determining the concept and essence of personnel policy in the production process. But the variety of approaches to its development assumes its justification, revision and improvement in the context of the further development of our economy. The factor that creates both an effective economic and social and psychological peaceful environment for the enterprise (organization) in a promising and continuous way is the developed personnel policy. At present, personnel policies should not only be known, understood, but also performed unconditionally by specialists in each company, which are considered important strategic resources. To do this, today it is difficult to give a clear answer to the question of how to skillfully manage an enterprise on the basis of personnel policy, the reason is that the National Personnel Policy, developed in all areas of the national economy with a clear purpose, is now taking shape.

According to the influence of the management of the enterprise on the personnel situation and the procedures aimed at forecasting the level of control, the



amount and qualification form of personnel, the following types of personnel policy of the enterprise are distinguished:

- passive;
- reactive;
- warning;
- active.

In passive personnel policy, the management of the enterprise does not have a specific program for working with employees and is already carried out compulsively and in desperation, not analyzing the situation in depth to the emerging personnel problems (shortage of employees, conflicts, the presence of long-term vacancies), spending the available effort and time on their elimination. In this case, decisions relating to personnel are made at the enterprise in long-term periods without taking into account in time. Sorting and selecting employees and formalizing for work is carried out in a regular operational order, without planning the need for a future in personal. Evaluation of candidates and employees is superficial and somehow officially carried out. Personal training, skill development, and changing positions (rotation requirements) are done in an unsystematic, disorganized and covert manner. In enterprises with this type of personnel policy, the competence and responsibility of employees will not be clearly distributed.

In the policy of reactive personnel, the management of the enterprise personally identifies the problems that have arisen, analyzes the problems of personnel, conflict situations, takes preventive measures to eliminate them.

In the warning personnel policy, the management of the enterprise has based forecasts about the personnel status, and the personnel potential is assessed according to the level of tasks set.

There are forecasts of requirements for short and medium-term personnel. Tasks for the development and training of personnel are formed. The management of the enterprise forecasts the status of personnel and conducts its constant monitoring, develops, if necessary, targeted personnel programs. In this type of personnel policy, the planning of personnel requirements at Enterprises is carried out in short and medium-term periods, tasks for the training of personnel are also set in those deadlines.

In active personnel policy, the management of the organization has not only personnel forecasts, but also tools that affect the personnel situation, and, if necessary, can develop a targeted personnel program. In this type of personnel policy, monitoring of the production environment, personal motivation is carried out at the enterprise.

Active personnel policies can be rational and adventurous. The management of the organization has a reasonable forecast on the development of the personnel situation in a rational personnel policy and will have short, medium and long-term



work plans on activities carried out with personnel based on various scenarios of the development of the situation (pre-crisis).

In the policy of adventurous personnel, the leadership of the organization does not have a reasonable forecast on the development of the personnel situation, but seeks to influence it. As a result, insufficiently substantiated work plans are drawn up to fill the vacancies of the enterprise with personnel and their development [4].

The factors that ensure the competitiveness of the enterprise and its result will be able to achieve effective functioning and development, effective use of human resources, the formation and implementation of an effective personnel policy of the enterprise, which today is considered the most important competitive advantage and means of achieving success of any modern enterprise. The guarantee of the success of such policies is, first of all, a creative team made up of like-minded people. The choice of personnel policy depends not only on the general purpose of the enterprise's activities, but also on the methods and means of achieving this goal. Personnel policy should be developed on the basis of a certain system of rules, procedures, traditions that are directly related to the implementation of the processes of recruitment of enterprises, their placement, use, retraining, promotion, promotion, career growth, etc [5].

For modern enterprises, the development of measures for effective management of personnel in a developing market environment with high competition is the most basic task, since it is a high level of creativity, activity and the main strategic resource of any enterprise, ensuring its competitiveness in the market. Basically, the implementation of goals and objectives for the effective management of personnel at the enterprise is carried out through the personnel policy. Accordingly, the personnel policy should be considered as the core of the personnel of the management system at the enterprise.

Personnel policy-a concept that has long been used in the personnel sphere of our country, it is understood as the organization's attitude to employees and a set of methods of influencing it with the intention of achieving specific goals. The modern meaning of the concept of " personnel policy " consists of the following.

First of all, the modern personnel policy of the enterprise logically derives from the tasks and strategic goals of each employee working and adapts to the specific results of activities and the prospects for the overall development of the enterprise. High requirements for the convenience, flexibility of Personnel Policy and its internal (management and leadership style, internal organizational culture, etc.) and external environment (in the conditions of the labor market, economic crisis – features of targeted conduct of financial activities, development, improvement of legislation) are carried out on the basis of multifaceted socio-economic relations.

Secondly, the ideas of personnel policy are developed by high-level leaders in the enterprise (founders, owners, topmenejers).



Thirdly, the personnel policy is largely embodied by functional leaders with labor activity in the higher and middle level management unit, who also realize and consistently embody the professional personnel service with certain experience.

Fourth, in the implementation of personnel policy, personnel service with high professional qualifications is important. It is manifested in the role of a consultant, a stylist, an assistant leader, a coordinator who carries out personnel policy monitoring, the effectiveness of its activities, and, if necessary, also occurs as a direct renewal initiator. The personnel service of the enterprise produces a mechanism of personal technologies that help to fulfill the requirements of specific personnel-related strategies projects, scenarios, situations and personnel policies [6].

Based on the analysis of scientific literature dedicated to determining the essence of personnel policy, it can be concluded that personnel policy is the exact direction of the personnel work of the enterprise, the basic principles and methods of working with personnel, the creation and development of personnel resources in order to achieve its main goals and objectives in the process.

The purpose of the personnel policy of organizations and enterprises is to ensure a balance between the economic and socially effective use of employees, to create conditions for the effective use and development of the human resources of the enterprise, to satisfy the social and economic interests of employees. It is very important for the company to take into account the list of specific principles on which it will be based in the formation and implementation of an effective personnel policy. Among such principles are the complexity and sequence of its implementation, science, systematicity, efficiency, social fairness, professionalism, proportional representation of experienced and young workers, taking into account complex results, continuity of Personnel Training. Personnel policy should increase the capabilities of the enterprise, meet the changing technology and market requirements in the near future.

Features of personnel policy:

1. Relationship with strategy.
2. Focus on long-term planning.
3. The importance of the personnel role.
4. The range of interrelated functions and procedures of working with employees is considered [7].

**Conclusion.** In conclusion, summarizing the above data and analysis, we can agree that personnel policy plays an important role in the management of personnel at the enterprise. Since one of the main tasks of the personnel policy of any enterprise is the full employment of the general potential of employees, it is necessary to pay special attention to enterprises, in particular, to form an effective system of employee incentives that will help increase labor productivity and the profitability of the organization as a whole. The most effective and often used incentive-free system in modern conditions is "motivation for the result". Personnel policies should not only



create favorable working conditions, but also ensure the possibility of career advancement and the necessary level of confidence in the future. Therefore, the main task of the personnel policy of the enterprise is to ensure that the interests of all categories of workers and social groups of the Labor team are taken into account in the work of daily personnel.

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