



PERSONNEL POLICY AND HUMAN CAPITAL IN UZBEKISTAN

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Abstract: In this article, the tasks discussed in the field of personnel policy and human capital development in Uzbekistan are analyzed.

Key words: personnel policy, human capital (HR), state, public civil service, human resource, competence, skills, knowledge

INTRODUCTION

The successful implementation of the goals set in the development strategy of the new Uzbekistan depends to a large extent on the knowledge, qualifications and skills of state civil servants, in general, professional competencies.

Education is of particular importance in increasing the knowledge and skills, professional competences of state civil servants.

In recent years, large-scale reforms aimed at increasing the efficiency of public service have been implemented in our country, and a new stage of reforms in the field of personnel policy has begun in our country.

According to the words of the head of our state, achieving the goals of the strategy for the successful implementation of large-scale reforms at the modern stage of the country's development requires the creation of a completely new, effective and high-quality functioning system of state administration, the organization of harmonious activities of state administration bodies and local executive authorities.

MAIN PART

Human capital is a set of knowledge, skills used to meet the various needs of a person and society as a whole. Among the various characteristics that make up human potential, human capital represents the characteristics that affect the change of income, in this respect, human capital includes the knowledge, practical



application and skills of the worker accumulated on the basis of special education, vocational training and production experience.

Despite the fact that the society and the state spend the same amounts and forms of human capital investment on all layers and categories of the population, the following types of human capital are formed and prevail:

1. Positive (active) human capital;
2. Negative (inactive) human capital;
3. Negative human capital.

Positive (active) human capital is creative (creative) and innovative capital that has fully absorbed the investment spent on it and realized it in the form of development and improvement of society. This is manifested in creativity and development, including an increase in the standard of living of the population, an increase in innovative potential, the development of the education system, the development of science, the freedom of information exchange and supply, and the improvement of public health. Because the parameters and quality of human capital are measured by the mentality of the population/individual, level of education, life ideas, and health conditions. It should be said that investments in science, education, and health care can produce results in a historically short period of time, but it is difficult to change the mentality formed over centuries. Therefore, it is important to combine the world's best practices and knowledge with the positive characteristics of the national/personal mentality.

As the experience of developed Western and Eastern countries in socio-economic development is assimilated in Uzbekistan, it is noteworthy that serious attention is paid to these points, that is, the aspects and forms of the advanced foreign experience that correspond to the national mentality and centuries-old traditions of our people are accepted or they are local conditions. - being adapted to the conditions. Also, the spiritual and educational activities and preventive measures carried out to promote our national culture and traditions and to protect



our youth from the harmful effects of some currents and movements in foreign countries have this goal in mind. Human capital is a product of a certain civilization, mentality and traditions, just like a certain person.

2. Negative (passive) human capital. This type of human capital does not significantly contribute to the development of the country and innovative economy, its whole essence is to be a consumer of material opportunities. It can be said that passive human capital consists of people who do not have good education, are employed in simple artisanal (manual) industries, barter-based commerce or non-mechanized agriculture. In Uzbek terms, "black workers", that is, people who work in jobs that do not require qualifications, constitute passive human capital.

3. The third type of human capital that requires the most analysis and discussion is negative human capital. Negative human capital, as the name suggests, means a category that did not bring any benefit to the society from the investments spent on it, neither to the development of the economy of the society in which it lives, nor to the improvement of the standard of living of the population, nor to its own development as an individual. . In Uzbek terms, the category "that does not benefit either oneself or others" constitutes negative human capital. Heinous criminals, drug addicts, corruptors, jobless people, drunkards, gratuitous people - in a word, people who have destroyed the material investment of society and their family, and the results of their education, are manifested as negative human capital. In the example of this category of human capital, it is seen that the investments spent on certain categories of people do not always bring positive results.

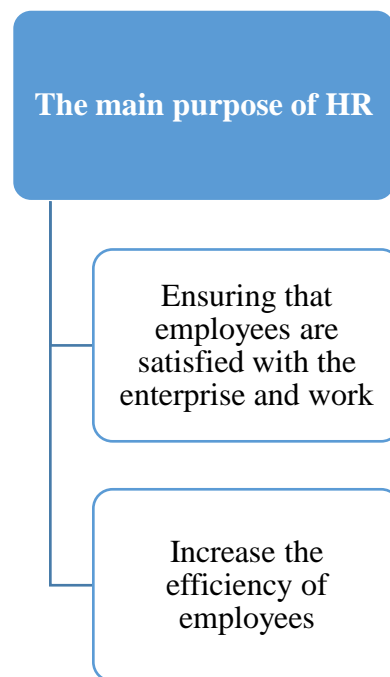
Negative human capital can often arise as a result of reasons such as delicate situations in the mentality of the people, deficiencies, low level of culture of the population, problems in society, as well as limitations of freedoms that are the natural rights of people.



Factors of formation of human capital in the family: According to the results of the study of the sources and factors of the development of human capital, it is appropriate to pay more attention to the investment at the family level for human capital. Because all components of human capital are formed and multiplied by the investment that the family makes in its child. Development of intellectual and psychophysiological abilities of a person in the family is the foundation of his future maturation and regular improvement of human capital.

HR duties:

- RECRUITING
- ADAPTATION (adaptation of new employees)
- Training and development
- MOTIVATION (Encouraging employees)
- Social environment
- Cooperative culture (values in the organization)
- ASSESSMENT (Employee evaluation)
- Talent management (Creation of personnel reserve)
- Human Resources Department



Social capital and the neighborhood: In the experience of Uzbekistan, the role of the neighborhood in determining the issues of human factor and social capital is incomparable. Usually the neighborhood is approached as a social institution. The neighborhood, through its function, ensures the socialization of its members in the life of the community and encourages them to follow the norms and procedures of the society. Restoration of the neighborhood system, which is the ancient form of our collective way of life, has been achieved in our country. It



began to systematically carry out its work as a social structure that has no analogues in the world and is closest to the population. Mahalla is not only an organization that ensures regional peace, but also an institution that fully protects and develops the population spiritually, economically, socially and spiritually.

The value of human capital in a society based on science and education - it is not for nothing that it is said that "Whoever owns information, owns the world." At the end of 2019, in his Address to the Oliy Majlis, the President declared 2020 as the "Year of Science, Enlightenment and Development of the Digital Economy" and emphasized that this year the country should make a radical change in the development of the digital economy, saying: "To achieve development, digital knowledge and modern information technologies it is necessary and necessary for us to acquire it. This gives us the opportunity to take the shortest way to rise."

CONCLUSION

In recent years, Uzbekistan has been paying serious attention to the development of human capital in the field of civil service. In particular, joint memoranda were signed with countries such as Singapore, China, Russia, Turkey and Korea.

So, human capital is not a simple sum of working people. Human capital is a phenomenon resulting from aspects and qualities such as professionalism, desire for knowledge, information supply, health, optimism, initiative and hard work.

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