

WAYS OF EFFECTIVE USE OF HUMAN CAPITAL IN NEW UZBEKISTAN

Ulugmuradova Nodira Berdimurodovna

associate professor of Samarkand State University named after Sh. Rashidov

Rashidov Asilbek

the 3rd stage student of SamDU named after Sh. Rashidov

Abstract

In the article, the extensive and intensive ideas of effective and efficient use of human resources in Uzbekistan are theoretically analyzed. The pictures of gross income and production growth per capita show the possibilities of effective use of human resources.

Keywords: Human capital, efficiency, working conditions, extensive and intensive labor productivity, capable population, funds.

In the process of economic liberalization, one of the tasks of socio-economic development of the society is the effective use of human resources. This issue is related to people's interests, life, development and tomorrow. The rational use of human resources available in our republic, the use of labor force according to its demand and need, is the basis for increasing production efficiency in the current period of the market economy. Therefore, the reproduction of existing human resources and from it is necessary to study the specific features of its use in a comprehensive way.

Effective use of human capital depends on a number of objective and subjective factors determined by the development levels of production forces and production relations at all stages of development. Among them are the socio-economic, organizational-technical, environmental conditions in the implementation of social work, as well as the general and special education levels of human resources, the amount of general work experience and accumulated production experience, labor discipline and their creative activity, material and factors such as a combination of moral incentives can be included.

A comprehensive analysis of social labor conditions and results serves as a methodological and information base for developing measures to increase the efficiency of human capital use. There are extensive and intensive ways of using human capital:

1. The extensive path is expressed by the growth of the total number of workers, the employment of the working-age population, the length of the work-ability period, the length of working hours, as well as the increase in the total volume of work.

2. The intensive way means increasing the effectiveness of labor activity (personal, organizational-economic, material-technical factors). The intensive way of using human capital is based on labor productivity.

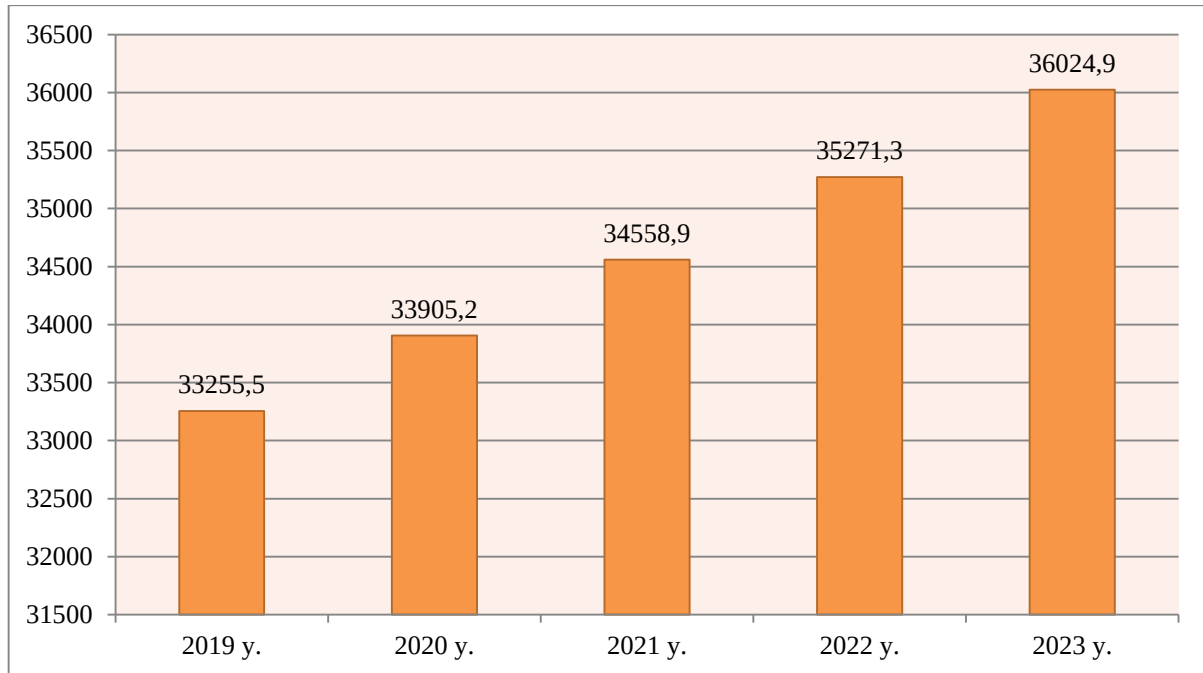
Today, the economic reforms being carried out in Uzbekistan, the extensive trends in the use of human resources are contrary to the interests of the development of science and technology. During this period, the main attention should be focused on the rational use of the society's labor potential in human capital. When solving this, you should pay attention to the following:

- ensuring the balance of jobs with the available human capital in terms of quantity and quality;

- to determine the factors affecting the growth of production while reducing the number of workers;
- change the conditions and forms of employment.

Table 1

The number of permanent residents of the Republic of Uzbekistan, as of January 1, 2023, thousand people



As of January 1, 2023, the permanent population was 36,024.9 thousand people. The number of men is 18,128.6 thousand, the number of women is 17,896,3 thousand, the number of urban residents is 18,335,7 thousand, and the number of rural residents is 17,689,2 thousand.

Taking into account the specific demographic processes of Uzbekistan, that is, due to the high natural growth of the population, the problem of more effective use of human resources arises. must be provided. This is the only way to make effective use of human resources.

Today, the effective use of human capital in the republic should be based on the following three principles:

- 1) creation of socially oriented employment (directing surplus human capital in agriculture to other sectors of the economy, industry and service sectors);
- 2) improving the quality aspects of human capital - professional training, education, qualification. "Special programs" aimed at increasing the quality of human capital should be developed in regions and regions;
- 3) proper implementation of human capital management, improvement of the management structure.

In other words, in the process of economic reforms being carried out in the country, the main way of using human capital is to improve the employment structure of workers by drastically changing the structural structure of the economy. In order for us to use the human resources of the society rationally, it is necessary to intensify the work aimed at redistributing human capital between economic sectors, which is an urgent task of today, to change the composition and structure of the population's employment at the expense of the sectors that serve the population. Here, the main criteria for effective use of human capital are as follows:

- 1) how is the human capital by industries and regions location;
- 2) social labor productivity;
- 3) labor return, etc.

World practice shows that with the development of science and technology, there is a shift between material production and the service sector, and so on.

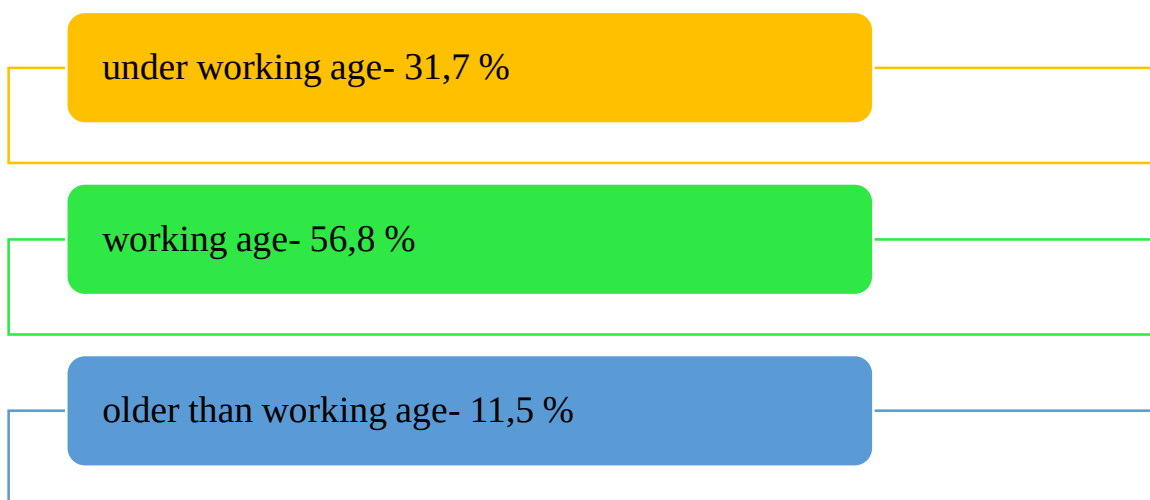
World practice shows that with the development of science and technology, there is a redistribution of able-bodied people between material production and the service sector.

The most important direction of effective use of human capital in Uzbekistan today and in the near future is the redistribution of the working-age population employed in rural areas and agriculture and increasing their employment in other industries and sectors. For this, it is necessary to establish and develop the market system in rural areas, to quickly establish and expand the branches serving agriculture, and to deepen reforms in agriculture.

The population of working age is men aged 16 to 60 and women aged 16 to 55 according to the Labor Code (children and adolescents under 16 are under the working age, men 60 and older and women 55 and older are not eligible for work. are divided into categories of able-bodied and older).

Table 2

Distribution of the population by age groups, as of January 1, 2023 in %



As of January 1, 2023, 31.7 percent of the permanent population is under working age, 56.8 percent is of working age, and 11.5 percent is over working age.

The market economy requires the use of qualified personnel as much as possible. However, one of the most difficult problems in Uzbekistan is attracting the local population, especially young people, to industrial work. In order to solve it, it is necessary to approach from the point of view of national economy, economic independence, and even the education of the devotees of the Motherland. Why do the unemployed Uzbeks not seek to occupy vacant positions in industrial production? In our opinion, for this, first of all, it is necessary to have sufficient technical knowledge and skills. For example, every year vacancies remain unfilled. For this:

firstly, it is necessary to widely open various courses for personnel training and retraining at the expense of the employment fund;

secondly, when the enterprises are being built, it is necessary to inform the population in advance about their direction and tasks;

thirdly, it is necessary to inculcate love for industrial work from childhood;

fourthly, it is necessary to pay enough attention to the issues of social and household provision of labor incentives;

fifthly, it is important to promote the work of industrial enterprises and raise the reputation of workers through mass media. In general, the formation of national industrial personnel is an important condition for ensuring the economic independence of the republic.

In the USA, Germany, Holland, France, Japan, South Korea and other economically developed countries, the share of people employed in agriculture does not exceed 5-7 percent of the working population. The number of able-bodied people employed in agriculture and gross production of these countries does not exceed 4-5%. The volume of products produced by them not only covers the country's own needs, but also allows for export abroad.

Transferring part of the workforce to other sectors of the economy and ending hidden unemployment in the villages is one of the urgent tasks of our day. The surplus workforce freed from agriculture should be used in the industrial sectors involved in machine building, automobile industry, oil and gas industry, processing of agricultural products. Also, it is necessary to create completely new production and social infrastructure, communication, modern household production and service services networks in the village. It is necessary to create branches of banking and insurance systems in rural areas. Therefore, it is necessary to create all types of household services for rural residents, wide development of the service network, opening a wide path to small business and private entrepreneurship.

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