

MANAGING THE USE OF LABOR POTENTIAL IN THE DEVELOPMENT OF INTEGRATION PROCESSES

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ANNOTATSIYA

Integratsiya jarayonlarini rivojlantirishda kadrlar salohiyatidan samarali foydalanishni boshqarish muhim ahamiyatga ega. Kadrlar salohiyatining mohiyati mehnatga layoqatli, ma'lumotga ega bo'lish, kasbiy bilim, ko'nikma, salomatlikni o'z ichiga oladi va jamiyatning ijtimoiy-iqtisodiy tizimi tarkibi bilan belgilanadi. Bugungi kunda dunyo bo'ylab integratsiya va globallashuv jarayoni tez rivojlanmoqda. Bu jarayon nafaqat yangi mustaqil davlatlar, balki dunyoning rivojlangan davlatlari uchun ham jiddiy ilmiy va amaliy qarashlarni shakllantirish va bu jarayonda ishtirok etishning eng optimal yo'llarini ishlab chiqish davri hisoblanadi.

АННОТАЦИЯ

Управление эффективным использованием кадрового потенциала имеет важную роль в развитии интеграции. Суть кадрового потенциала заключается в том, что он трудоспособен, обладает знаниями, профессиональными знаниями, навыками, здоровьем и определяется составом социально-экономической системы общества. Сегодня процесс интеграции и глобализации быстро развивается во всем мире. Этот процесс является периодом формирования серьезных научных и практических взглядов не только для новых независимых государств, но и для развитых стран мира и выработки оптимальных способов участия в этом процессе.

ABSTRACT

Management of effective use of human resources is important in the development of integration. The essence of human resources includes the ability to work, education, professional knowledge, skills, health, and is determined by the structure of the socio-economic system of society. Today, the process of integration and globalization is developing rapidly around the world. This process is a period of formation of serious scientific and practical views not only for the newly independent states, but also for the developed countries of the world and the development of the most optimal ways to participate in this process.

Kalit so'zlar. Agrosanoat integratsiyasi, intellektual salohiyat, klaster, integratsiya, inson kapitali, mehnatga layoqatli, ma'lumot, kasbiy bilim, samaradorlik, sifatli mutaxassis.

Ключевые слова. Интеграция агропромышленного комплекса, интеллектуальный потенциал, кластер, интеграция, человеческий капитал, трудоспособный, образование, профессиональное знание, эффективность, качественный специалист.

Key words. Agricultural integration, intellectual potential, cluster, integration, human capital, workable, educated, professional knowledge, effective, fruitful, qualified, specialist.

INTRODUCTION

Management of effective use of human resources is important in the development of integration. The essence of human resources includes the ability to work, education, professional knowledge, skills, health, and is determined by the structure of the socio-economic system of society. Today, the process of integration and globalization is developing rapidly around the world. This process is a period of formation of serious scientific and practical views not only for the newly independent states, but also for the developed countries of the world and the development of the most optimal ways to participate in this process.

Decree of the President of the Republic of Uzbekistan Shavkat Mirziyoyev dated February 7, 2017 No PF-4947 "On the Action Strategy for the further development of the Republic of Uzbekistan" was adopted. The "Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021", developed on the basis of this decree, is a document that defines our socio-economic, legal and political development for the next five years. Paragraph 4.1 of Part 4, entitled "Priorities for the development of the social sphere", provides for a gradual increase in employment and real incomes of the population in the next five years, and for this purpose: "... creation of new jobs and, above all, Ensuring the employment of graduates of secondary special and higher education institutions, ensuring the balance of the labor market and the development of infrastructure "is an important priority, and in order to achieve such goals," the employment of able-bodied people and creating conditions for the full implementation of entrepreneurial activity, improving the quality of the workforce, expanding the system of vocational training and retraining of people in need "[1].

Integration processes lead to co-operation between the components of the systemic division of labor and the basis of integration. Integrated components have different levels of autonomy. Integration is a very broad concept. Today, people need to better understand the essence of the integration process. "Integration" is derived from the Latin word "integration", which means "whole"; Integration means to develop in an interconnected way, to unite as a whole, to make it whole. Integration refers to the integration of different parts and elements into the same system [3].

Literature review. In the philosophy of Herbert Spencer (1820–1903), integration is understood to be the consolidation of scattered internal processes into a single whole, while disintegration is the opposite of the disintegration of a dense object as a result of the acceleration of motion. Spencer often uses the word "integration" in the same sense as the concept of aggregation. is the result of [4].

In the psychology of Jens (1883–1940), integration is understood as the influence of certain features of spiritual life on the whole complex of spiritual life.

In Smend's doctrine of the state, integration means the constant renewal of the state as a result of the interaction of its forms of activity. Social integration means the existence of an orderly relationship between individuals, groups, organizations, and states.

The analysis of the integration process takes into account the complexity of the system or industry associated with it. For example, integration in society, integration of civilization, integration in science, etc. The integration of society or individual states is introduced on the basis of mandatory mutual interest or purpose, aspiration, value, etc. [3]. At present, the process of interstate integration is developing.

RESEARCH METHODOLOGY

This process is a period of formation of serious scientific and practical views not only for the newly independent states, but also for the developed countries of the world and the development of the most optimal ways to participate in this process. Our country occupies a worthy place in the world arena with its economic potential and scientific and technical capabilities. Forms and mechanisms of integration are comprehensive.

World experience shows that the formation and development of integration processes covers a relatively long period. The mechanism of action of these processes is formed in a logical sequence, step by step [9].

ANALYSIS AND RESULTS

In our opinion, agro-industrial integration is a single organizational-technological and technological support of agricultural production, storage, processing, sales and services in order to meet the needs of the population in food products. integration into the socio-economic system and the process of establishing interconnected and mutually beneficial economic relations [7].

With the division of labor between sectors, different farms, enterprises and sectors are involved in the creation of material products, resulting in inter-farm economic integration, resulting in specialization in the regional economy and the supply of goods and services to each other.

Based on the Resolution of the President of the Republic of Uzbekistan № 2909 dated April 20, 2017 "On measures to further develop the system of higher education" and Resolution №3151 ("Further expansion of the participation of industries and sectors of the economy in improving the quality of higher education" On measures to improve the quality of education in order to increase integration, One of the current issues is the implementation of integration between higher education and sectors of the economy in order to train qualified personnel [9] [10].

There have been a number of changes in the system of higher education in order to train quality professionals. According to this decision, it is aimed at developing intellectual potential in order to increase integration. Intellectual potential is the economic efficiency of the human factor [8].

In order to develop social partnership in the framework of the project of social cooperation in the field of teaching and education in Uzbekistan. In today's highly competitive environment, it is not only the main way to ensure the compatibility of science and production, but also the guarantee of training competitive personnel that fully meet the requirements of world standards. One of the most pressing issues today is the implementation of educational programs in educational institutions, not in the old traditional way, but in the development of social partnership with enterprises. At present, enterprises are trying to use new technologies and

materials to produce products in accordance with market demand [2]. But at the same time, students are far behind because their practical knowledge is passed on to the curriculum. In order to further strengthen the practical knowledge of students, it is necessary to develop a program for the transition to practical training in collaboration with industrial enterprises.

Curricula should focus on building a bridge between theoretical knowledge and production practice. It is advisable to change the curricula given in the curricula. The reason is that it is necessary to increase the amount of practical training hours. As long as the practical classes are conducted with the branches of the economy, they should be extended for at least 15-30 days, depending on the course topics.

Along with the internship, the student gets acquainted with the activities of the enterprise, seeks to study in depth the direction of the industry and helps to solve the problem of employment.

The organization of management, the choice of organizational structure, the formation of management apparatus and bodies - all this depends on the effective use of the labor potential of the enterprise [6].

The activation of the human factor in the socio-economic sphere of society contributes to the development of democracy. In other words, the activity of the human factor is determined by the level of consciousness and culture of each citizen, his participation in the management of the state and society. Therefore, the process of liberalization and democratization in the socio-economic sphere in the country is associated with human resources.

Since the purpose of renewal and reform is to ensure the interests of the people, it is necessary to create ample opportunities to increase the activity of citizens in addressing them. It does not require large sums of money or effort. But there is great hope for him. That is, the process of socio-economic development cannot take place without the active participation of man. [7] [9] [10]

It is no secret that the purpose of labor capacity management today is to ensure the effective organization of labor resources within the enterprise. For example, the views of W. Grant and J. Smith state: "The function of personnel management is associated with the identification, evaluation, coordination and control of the human factor, which is a key element of the management system of the enterprise" [4]. However, there are proponents of a broader understanding of the problem of labor potential. For example, Wandel, a professor of management and organization at the University of Washington, is one of the most ardent advocates of the French concept of universal human resource management. The book "Human Resource Management: Human Resource Management" describes the overall management process as "a dynamic aspect of human resource management".

It should be noted that the concept of labor capacity management, which is the main tool for achieving organizational goals, was developed much earlier.

Later, Henri Fayol's popular five-link management scheme (planning, organizing, managing, coordinating, controlling) is replaced by a more complex management process and a model of the interdependence of goals and resources of operations.

Management of the use of labor potential in the development of integration processes is a set of principles, methods, forms and means of influencing the interests, behavior and activities of

personnel in order to make the most effective use of mental and physical abilities in the performance of these tasks.

CONCLUSION AND RECOMMENDATIONS

The development of integration processes requires the implementation of a number of measures to work with personnel to manage the use of labor potential. Based on the above considerations, the following can be concluded: in particular:

- The development of network integration requires attention to the quality of labor management. In this context, special attention should be paid to managing the use of human resources.
- It is necessary to improve the salary structure and develop a system of incentives and benefits in order to retain staff in the enterprise;
- It is necessary to improve the organization of working conditions, ie to improve the quality of work;
- In the study, the study of the distribution of young people by age group to determine their level of professional knowledge and skills will help to study the composition of the effective use of human resources.

In conclusion, in the development of integration processes, the system of managing the use of human resources is primarily aimed at the selection and placement of personnel in accordance with modern requirements, as well as their effective use.

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