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THE NEED TO DEVELOP HUMAN CAPITAL IN THE DIGITAL ECONOMY

Ganiev I. M.
TDIU Samarkand Branch, Faculty of Economics, Associate Professor,
Department of Food and Agricultural Economics
ganievim@yandex.co

Xoshimova S.B.
TDIU Samarkand Branch is a Master's
Student in the Field of Economics (Networks and Industries)
sevar1611@mail.ru

ABSTRACT

In the conditions of the digital economy, human capital is becoming one of the most important factors of economic growth and economic development. The world is becoming increasingly digitized, which increases the need for skilled workers who can handle, maintain, and innovate with digital tools and technologies. In this article, we explore the role of human capital in the digital economy and why investing in human capital is important.

Keywords. Digital economy, human capital, economic growth, digital technologies.

INTRODUCTION

In recent years, all spheres of society in the world have had to adjust their activities based on the specific requirements and conditions of the digital economy, which is a modern form of economy, and in some cases make radical changes. The rapid development of information technologies and the wide implementation of the possibilities of digital technologies in all aspects of international relations require the formation of a digital economy based on the possibilities of information technologies in the Republic of Uzbekistan and its continuous development. Decree of the President of the Republic of Uzbekistan dated April 28, 2020, No. became one of the legal bases and main steps for the development of the digital economy. This decision determines the main directions of further increasing the competitiveness of the republic's economy through the widespread introduction of modern information technologies into the economic sectors and the state administration system and the expansion of telecommunication networks.

METHODOLOGY

The development of information technologies, i.e. artificial intelligence, virtual environment, the growth of communication speed, the development of new models of social networks, mutual cooperation, and information exchange, has a strong impact on the development and formation of human capital, which is an integral part of the economy. loads a number of tasks. Examples of these include:

1. Introduction of modern technologies into production and use of their capabilities to increase production productivity;

2. At the state level, based on modern requirements, training of specialists in new areas and organization of retraining courses for those who have a specialty that is not in demand in the labor market;
3. Application of information technologies in heavy labor and complex calculation and time-consuming tasks;
4. To do this, attract qualified specialists who can use these opportunities and introduce new positions;
5. Retraining existing employees and training them in new technologies;
6. Creating a continuous system of improving the qualifications of employees, achieving the dissemination of acquired new knowledge among employees;
7. Ensuring the security, reliability, and completeness of the information that is considered service secrets and belongs to the organizations themselves, as well as state secrets of any kind in production and service activities.
8. To do this, train mature specialists in the field of information security
9. The expansion of the set of tasks associated with the world of digital technologies within the framework of traditional professions, that is, working with big data, online communication, programming, and development of application sites, leads to the formation of completely new approaches.
10. As a result of the development of science and technology, the change in social life, in turn, leads to the increase of people's life and activity period and leads to the expansion of groups of different ages, whose experience in the labor sphere and social-labor relations does not depend on age. This requires all employees to take a new approach to working in mixed-discipline teams with unusual hierarchies.

The formation of the concept of human capital in economic terms and its role in the digital economy

At the end of the 20th century, the rapid development of information technologies, especially the creation of computer networks, had a great impact on the development of communication in all aspects of human activity, the rapid spread of scientific and technical achievements, especially the development of fields that require complex calculations. This, in turn, created an opportunity to quickly find information and exchange ideas on world science, technology, production, and industry achievements. Today, we can see everything from artificial intelligence to fully robotic manufacturing plants, satellite systems, ultra-fast fiber optic communication lines, the emergence of new generations of mobile communication networks, and the development of remotely controlled devices. Using such opportunities, it is natural for any state, organization, and production enterprise to increase the efficiency of their work. In particular, in the Republic of Uzbekistan, we can see the specific aspects of the transition to the digital view of the economy. According to the decree of the President of the Republic of Uzbekistan on the approval of the "Digital Uzbekistan - 2030" strategy and measures for its effective implementation, the improvement of the electronic government system, the further development of the local market of software products and information technologies, the establishment of IT parks in all regions of the republic, as well as the qualification of the sector the implementation of more than 220 priority projects, which provide for the provision of personnel, has begun.

The complex program "Digital Tashkent" is being implemented, which envisages the launch of a geoportal integrated with more than 40 information systems, the creation of an information system for the management of public transport and communal infrastructure digitization of the social sphere, and the subsequent implementation of this experience in other regions.

At the same time, in the transition to the digital economy, it is possible to note the emergence and development of new terminologies, trends, and new professions in this field. In particular, the technologies, software, and a large amount of information that form the basis of the digital economy certainly impose a number of tasks on the people serving them, such as high skills, logical thinking, and rapid assimilation of new knowledge. Understanding the essence of the new terms entering our lives, including them in school and higher education textbooks from now on, and in the future, increasing the knowledge of digital technologies among all levels of the population should be one of the first steps of the transition to the digital economy.

The change in economic types and the development of production leads to the change and transformation of material needs into social needs (in the industrial economy), including the need for education and health care, creative work, and digital development.

It is known from history that with the development of technologies in production, the quality and categories of the labor force also change. As a clear example of this, we can see the impact of the stages of development of technologies on the quality of production and labor force, divided into periods below:

Stages of development	**New technologies**	***Type of workforce***		***Management object-quality of workers:***
1785-1835 years	***New technologies in the textile industry***	***"Skilled" workers.***	More than 50 percent of activities were mainly related to physical labor, while special training was not required, teaching and learning activities were organized in short-term courses.	exploitation of labor. Maximizing the income of employers by using the maximum labor force and paying the minimum wage;
1830-1890 years	Development of mechanical production and transport.			socialization and regulation of cocktail (R. Owen, Ch. Babbidge). Rapid labor reduction, training and education system of workers
				Use of labor resources (F.Taylor, A.Fayol, L.Urvik, F.Gilbret) Human as a carrier of labor. Standardization and organization of work;
1880-1940	Development of mechanical engineering, electrical engineering	Workers working according to the "rules".	Performs more than 50% of technical and permanent work based on instructions and	Personnel management (M. Weber, E. Mayo). Man as an element of formal structure. Search and selection, training and development of workers

	industry. Use of electricity	"Educated" worker category.	predetermined rules . The need for specialized practical training to prepare them	
1930-1990	The development of aviation, the emergence of computers. Oil and coal, nuclear energy			Human resource management (F. Hertzberg, D. McGregor). Man as an element of social organization. Creative incentives, growth of organizational culture
1985-2000	Microelectronics, genetic engineering, biotechnology, informatics, development of the Internet, development of space, emergence of nanotechnology. Oil and gas, atomic energy		More than 50% of the work is analytical work, finding solutions in the face of uncertainty, and at the same time a high level of independence in decision-making. To prepare them, a high level of education is required, which takes a long time	Human capital management (U. Ouchi, H. Yoshihara, K. Matsusta, P. Drucker). The organization is for people. assessment of human capital, self-management and motivation for development
2000-2035	Nanotechnologies, nanobionics, robotics, artificial intelligence, space technologies. Alternative electric energies			Managing the digital development of human capital. Team management method, organization of remote work, digital skills and knowledge, continuous education, "think tanks"

From the table above, it can be seen that the industrial revolution or industrial system that led to the digital economy places a major emphasis on the digital development of human capital. The change of working conditions using machines and mechanisms in the digital economy (industrial economy) and mental labor (innovative economy) require the introduction of artificial intelligence. In the digital economy, the main focus is on the category of "Educated" workers, and it is important to teach technologies to work according to the principle of human intelligence, that is, to create programs that work in imitation of human intelligence, and for this, increasing the digital knowledge of human capital in the digital economy is one of the most important factors.

CONCLUSION

In order to smoothly transition to the digital economy, there is a need to train modern specialists in the following areas in our country:

Programmers who can think logically and correctly analyze the codes of programs of any complexity and have a perfect knowledge of programming languages;

Network administrators who can connect and secure different technologies;

Professionals in the field of cyber security, namely cryptographers and cryptanalysts;
Specialists in electronic platforms and ecosystems;
Experts in AR (augmented reality) and VR (virtual reality);
Financial technology specialists;
Digital Banking specialists;
Specialists in social networks;
Data security specialists;
Specialists in digital transformation in various fields;
Specialists in cloud technologies;
Specialists in distance education;
Database administrators;
Specialists in digital logistics;
IT marketers;
Experts in artificial intelligence technologies;
Big Data experts;
Specialists in Digital Analytics;
Architect of the Internet of Things;
Specialists in distributed databases;
Virtual environment designers VR architects;
Designers of audio interfaces;
Data professionals;
Information technology lawyers;
IT specialists in linguistics;

In addition, in the digital economy , as in the traditional economy, in order to prevent various types of violations of the law, it is necessary to develop rules and laws that fully cover digital violations of all kinds, which are suitable for the conditions of Uzbekistan, based on the experience of developed countries, and develop them along with continuous technologies. . Because as a result of the development of technologies, social networks, and the popularization of various messengers, the cases of using their capabilities for their own illegal purposes are also increasing.

At the same time, it is necessary to create a fair environment for all participants in the digital economy. For this, one of the most important tasks is to create our own national standards along with internationally recognized standards for all areas of the digital economy.

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