

SOCIO-PHILOSOPHICAL FEATURES OF HUMAN RESOURCE MANAGEMENT

Tolibjon Ergashev

(PhD) President of the Republic of Uzbekistan Civil Service

Development Agency Inspector General of Jizzakh Regional Branch

ABSTRACT

In this article, the management of human resources in modern enterprises and organizations in the era of globalization, human capital is an important factor in the development of society.

Keywords: human resources, human capital, human intelligence, human potential, philosophical analysis, public civil service.

INTRODUCTION

Today, when the world is globalizing and information technologies are developing, the emphasis on the effective use of human resources in countries and societies on Earth is growing. A special place in this is occupied by providing deep knowledge to young people, educating them in loyalty to the motherland, creating conditions and opportunities for the selection and manifestation of abilities of the gifted, encouraging work in the field of public civil service.

Uzbekistan, which is being updated today, is becoming a country of democratic and legal changes, broad opportunities and practical work, setting clear goals for itself and rapidly carrying out comprehensive practical work on the path to achieving it.

In particular, we can get "new Uzbekistan development strategy for 2022-2026". The IV direction of this strategy is called "fair social policy, development of human capital", in this direction the specific target tasks of our state for these years and the indicators to be achieved defined.¹ It is important that the basis for the implementation of all tasks and goals is a link to the human factor. That is, whether it is the improvement of the state management system or the development of the social sphere, the provision of high economic growth, the reform of the energy sector—all this is actually done through the development of human resources.²

Human Resources (HR-Human Resources) are qualified professionals who work in the organization.³ M.K. Meldakhanova defines human capital as a human resource that is saved through knowledge, skills, skills that ensure the stability, competitiveness, innovation development of the country's economy. K.S. Mukhtorova and E.S. In the studies of Deskovkaya, the question of the orientation of state policy towards human capital is raised, which is covered by the fact that human capital plays an important role in the economy (economy) of the country. According to these researchers, through a policy aimed at the development of human capital and resources, the life of the country's population is considered to improve the quality of life and level.⁴

¹ 2022-2026 yillarga mo'ljallangan Yangi O'zbekistonning taraqqiyot strategiyasi. PQ-60-son 28.01.2022 <https://lex.uz/docs/5841063>

² Bazarov F. O. Ma'murov B. X. Inson resurslarini boshqarish. ma'ruzalar matni. Toshkent 2016. 11-b

³ Inson resurslarini boshqarish (HR menejment) nima? <https://www.samdu.uz/cy/nees/20725>

⁴ Rejapov Xayrillo Xikmatullaevich. Oliy ta'lim tizimida xorij tajribasi va ulardan foydalanish imkoniyatlari. Iqtisodiyot va innovatsion texnologiyalar. ilmiy elektron jurnali. № 2, mart-aprel, 2017 y

Therefore, the demand for human resources and its development is the most significant than all resources. Human resources primarily require that it keep pace with the Times, occupy competencies that meet the demands of the times, be committed to continuous development. At the same time, the ability to effectively apply the acquired knowledge and skills in practical activities is also one of the main requirements for modern servants. (In the place of information, competence is a complex of behavior, theoretical knowledge and practical skills of the shasch).⁵ Currently, each employer tries to hire qualified and educated employees who work regularly on themselves, whether it is a state organization or a private sector.

As we comment on human resources, we cannot stop at Human Capital and its essence.

From the past period to the present day, man and his labor formed the basis of the wealth of society and will remain so again. Since all the material and spiritual resources created by mankind from the time of the primitive community to this day have come to the field as a product of human physical and mental labor, knowledge and skills, a hardworking person always takes the field as the creator of any wealth. Because a person must work to satisfy his need for clothing, housing, food, which will be necessary at the first level for him. With this, he, on the one hand, realizes his potential for work and, on the other hand, enters into a mutual socio-economic relationship with society. It is as a product of the labor activity of a person that various material and spiritual resources are created, and not only of that person

, perhaps it serves to cover the needs of the whole society and at the same time the development progress of the society in which it lived.

But, unfortunately, for many centuries a person was treated only as a means of production, hand strength, and in some societies-as a slave. And the result, it is clear to yourself, in such societies class contradictions arose and caused the disintegration and degradation of those countries.

As long as humanity perceives human - individual labor as a socio-economic subject and value, it has gone through a lot of hardship and lesson-sharing events from its very beginning until it correctly evaluates the value of human labor.

A scientist who laid the first foundation stones in the middle of the concept of the importance of the intellectual and practical potential of Man and human capital. Smith was. He viewed man as part of social wealth and the ultimate goal of production. Another thinker at the end of the XIX century was A. Marshall, on the other hand, made the following point by directly linking the accumulation of wealth to human development: "the production of material goods is only for the maintenance of human life, the satisfaction of its needs and the cultivation of its physical, mental and spiritual capabilities. But a person himself is the main means of producing this wealth, the ultimate goal of this wealth is also a person".⁶

And by the last century, this concept took the form of a universal value, which is called "human capital". Because, the industrial revolutions that spread to Europe, America and other countries of the world and the acceleration of production dramatically increased the driving force of these processes – the role of man in economics, production, industrial and technological

⁵ Davlat xizmatchilarining shaxsiy rivojlanishida axborot-resurs plotformalarining ahamiyati: xorijiy tajriba va amaliyot-
<https://telegra.ph/>

⁶ Marshall A. Principles of Economics. - London, 1983.

processes. Gradually, the concept of "human capital is human capital" began to take the place of the traditional vision of "man is labor".⁷

The concept of human capital as an economic and social category began to be used since the 60s of the 20th century, and this concept first began to represent the human factor at the heart of economic relations and production processes. Cases such as the scientific and technological revolution of the last century, the emergence of the internet, the rapid development of Information Technology, the economic situation in the world and the transformation of models (models of Postmodern and postindustrial society) have changed and expanded the meanings of the concept of human capital. The popularization of the concept of human factor (Human Factor) and human capital in general (Human Capital) in public life and economics has led to an outbreak of research on this issue in leading developed countries. American research scientists Theodore Schultz and Gary Becker have developed the foundations of human capital theory. In their opinion: "human capital is the sum of knowledge, abilities and skills that serve to cover the numerous needs of the individual himself and of society as a whole".

One of the most perfect and recognized definitions of human capital on the part of researchers is the following: "human capital is a continuously developing and complex factor of the development of society, which in itself concentrates labor resources, knowledge, mental and physical labor elements, living conditions, intellectual activity, ensuring effective and rational practice of the human factor as a factor of production... In short, human capital means professionalism, intelligence, knowledge, quality and high effective work and a high standard of living".⁸

At the heart of the concept of human capital, of course, has always been and remains a person. But today in the tag Zamir of this concept lies a person who has a good education, works on himself, is talented, initiative and has high potential. Human capital was known as a cost-intensive social factor before them. The expenditure on education and training was considered to be expenses unrelated to production. Already, Human Capital is always closely related to the expenses incurred to increase the educational and living standards of the population. In particular, investments in education, education, knowledge in all spheres, philosophical observations, medicine, the formation of business ability and environment, the provision of information to the labor process, the security of citizens and Business, Economic Opportunity, Culture, Art and other necessary areas for a person will ultimately become the basis for the formation of human capital, and this will not be left without

Time also plays a huge role in Human Resource Management. Time is such a unique resource for a person that it cannot be saved and saved as money. It is an element that is not subject to people and cannot be bought for money.

The time factor is such a resource that the more expensive it costs a person, the more efficiently he tries to use this time. Employees of executives in the public service or private sector do not require more than the knowledge and ability they have. Management employees are required to improve their skills at work, lose their existing shortcomings and, first of all, end the inefficient use of time, the cost of its cancellation.

⁷ Crawford R. In the Era of Human capital. N.Y.: Harper Business, 1991, P.10

⁸ Корчагин Ю.А. Человеческий капитал. Определение // ЦИРЭ: Центр исследований региональной экономики. LERC: local economics research center > <http://www.lerc.ru/?part=articles&art=3&page=24> (December, 2014)

The effectiveness of human resources is a measure of the conformity of the results of personal labor spent by a person, the results of the work of employees of the enterprise or unit in which he works. In this case, the daily tasks assigned to the employee must necessarily be completed. Whether the tasks assigned daily by the enterprise or the unit are not solved, then this in turn leads to the following negative consequences: rush at work, work late, fatigue, low labor justification, unplanned work.

It is also no secret that in an informed society, internet sites and social networks carry out the main issues in meeting the demand for human resources, searching for them, forming and developing human capital.

Modern government organizations and enterprises in the private sector make good use of social networks to solve problems with personnel. Organizations that promote and develop their activities on social networks will have a competitive advantage in finding human resources with intellectual knowledge, sorting them.

By posting the necessary information on social networks, people will be able to find colleagues with similar work experience in their professional sphere, develop their knowledge and talents by combining knowledge and skills, get acquainted with ideas and suggestions for the work of the organization, participate in improving management processes, develop relationships with consumers and partners.

Social networks allow the storage of large amounts of Human Resource Information, which is a form of cloud management technology. Depending on the purpose of social networks, people can be assessed on different issues. Including information related to personnel management, monitoring the external and internal market, finding potential personnel, creating new directions.

In conclusion, in the current informed society, there is a tendency to increase the demand for human intelligence, human capital and Human Resources day by day. This trend is thought by social philosophy to represent the context of thought about man and to work more on oneself to make society more responsible.

REFERENCES

- 1.2022-2026 yillarga mo'ljallanga Yangi O'zbekistonning taraqqiyot strategiyasi. PQ-60-son 28.01.2022 <https://lex.uz/docs/5841063>
- 2.Bazarov F. O.Ma'murov B. X. Inson resurslarini boshqarish. ma'ruzalar matni.Toshkent 2016. 11-b
3. [Https://www.samdu.uz/cy/nees/20725](https://www.samdu.uz/cy/nees/20725)
- 4.Rejapov Xayrillo Xikmatullaevich. Oliy ta'lim tizimida xorij tajribasi va ulardan foydalanish imkoniyatlari. Iqtisodiyot va innovatsion texnologiyalar. ilmiy elektron jurnali. № 2, mart-aprel, 2017 y
- 5.Davlat xizmatchilarining shaxsiy rivojlanishida axborot-resurs platformalarining ahamiyati: xorijiy tajriba va amaliyot-<https://telegra.ph/>
- 6.Веряскина В. Динамика развития человеческого потенциала и приоритеты высшего образования, Высшее образование в России. 2005. №2 .
7. Marshall A. Principles of Economics. - London, 1983.

8. Crawford R. In the Era of Human capital. N.Y.: Harper Business, 1991, P.10

9. Корчагин Ю.А. Человеческий капитал. Определение // ЦИРЭ: Центр исследований региональной экономики. LERC: local economics research center >
<http://www.lerc.ru/?part=articles&art=3&page=24> (December, 2014)