

PLANNING THE PROCESS OF IMPLEMENTING MODERN METHODS IN THE DEVELOPMENT AND MANAGEMENT OF POWERFUL HUMAN RESOURCES

Xusanov Xasanjon

*Head of the Department of coordination of the system
of the agency of specialized educational institutions*

Annotation: In the strategy of actions for the further development of the Republic of Uzbekistan, the priority tasks were the radical improvement of the educational sphere, improving the quality of education, the formation of a generation of intellectual potential, physical perfection, deepening the exact sciences and training qualified personnel for various sectors of the economy, and ultimately the creation of an educational system that

Key words: Management, International, Student, Director, Personnel, culture, organization

Digitization is-to different areas of life, including the economy, all stages of Education, Culture, medicine, tourism, agriculture, service implementation of digital technologies in rendering and other processes. International in the case of practice, the digital economy is currently focused on e-commerce and not limited to the field of services, but to every aspect of life, in particular, Health, Science-Education, construction, energy, agriculture and Water Management, Transportation, it is rapidly expanding into geology, cadastre, archives, internet banking and other fields and each of them gives its high effect. State own citizens for provide electronic services and offer electronic products — this is is a major part of the digital economy. In our country, this area is wide development will end the vices of corruption.

The concept under consideration is used at the scale of the country and region, in a separate branch of the national economy or within the boundaries of a particular professional group. At the same time, another concept is used in economics. These are "human resources". The term has a slightly different semantic load and content. Human resources are understood as the main wealth of any organization. In addition, its prosperity is possible only when it is used taking into account the interests of each employee. After all, within this term includes the personal-psychological and socio-cultural characteristics of people.

The development of modern management is impossible without recognizing the ever-increasing role of each individual in production processes. In the current conditions, when technological innovation is significantly accelerating, competition is increasing and the economy is globalizing, the main source of increasing the efficiency

of the organization's activities is the entrepreneurial and creative abilities, skills and knowledge of employees

In the 50s and 60s of the last century, Personnel Management came into being. At the same time, the employee began to be considered not as a person performing labor functions, but as a subject of Labor Relations, an active element of the internal environment of any organization. In the same period, a new concept appeared. He confirmed the existence of "human capital". It was a whole complex of heritage and acquired qualities (education, knowledge gained in the workplace), health and other components that can be used for the production of services and goods.

Over time, a more capacious concept appeared. Employees of the enterprise began to be evaluated as personnel with their own characteristics, because:

- People are smart. Therefore, their attitude to any external influence (or control) is not mechanical, but emotionally meaningful.

People are always able to improve and develop thanks to their intelligence. And this is the most long-term and important resource for the growth of efficiency indicators not only for any organization, but also for society.

People choose a specific type of activity for themselves. It can be industrial or non-productive, physical or mental. At the same time, they all set specific goals for themselves.

But the knowledge and abilities of people, their professional skills and qualifications are unevenly distributed between them. Therefore, each employee needs retraining and constant training, as well as support for his work motivation.

People management is one of the most important areas of organization management. After all, the employees of any company are its most important resource. It is with them that new products are created, funds are saved and used, and the quality of the final product is controlled. At the same time, unlike other reserves, the initiative and capabilities of employees are unlimited.

Various methods of Human Resource Management have been developed. It is the techniques and methods by which the manager manages the activities of the Labor team, including individual performers, which, as a result, make it possible to solve the assigned tasks.

In addition, all methods of Human Resource Management are tools for applying the laws of Economics in practice. Therefore, their study and application play an important role in the practical justification of all decisions of the manager in relation to employees who contribute to the performance of tasks; priorities for the company.

Human Resource Management has four tactical functions:

- Staffing.
- Training and development of personnel.
- Motivation management.

- Technical services.

Staffing includes selecting and hiring potential employees through interviews, applications, networks, etc.

Training and development is the next step in the process of continuous development of qualified personnel. Motivation is the key to ensuring high employee productivity. This function may include employee benefits, activity assessments, and rewards. The final function - service-involves maintaining their loyalty and commitment to the organization.

List of bibliography

1. O‘zbekiston Respublikasi Prezidentining 2017-yil 11-iyuldagi PQ-3124-sonli Qarori. Manba: <https://lex.uz/docs/-3262295#-3262789>
2. O‘zbekiston Respublikasi Prezidentining 2017-yil 11-iyuldagi PQ-3124-sonli Qarori. Manba: <https://lex.uz/docs/-3262295#-3262789>
3. Inson resurslarini boshqarish - A.V. Xayitov, darslik, Toshkent – 2019 yil, 7-bet
4. “Personalni boshqarish” fanidan ma’ruzalar matni, TMI, Toshkent, 2013- yil
5. Управление персоналом / Под ред. А.Я. Кибанова. М., 2008
6. Назарова Г.Г., Мухамеджанова Г.А., Салихова Н.М., Исмаилова Н.С., Розметова Н.Б. “ИНСОН РЕСУРСЛАРИ МЕНЕЖМЕНТИ” (ўқув қўлланма) Тошкент – 2010.