

THE THEORETICAL BASIS OF USING LABOR RESOURCES

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Abstract: This article provides information on the theoretical basis of the use of labor resources and the disadvantages and advantages of the use of labor resources, the ways of rational use of labor resources, and the problems that may arise in their use.

Key words: labor resources, macroeconomic statistics, employment, unemployment issues, economic reforms, agriculture.

Labor resources are the working part of the country's population. Labor resources are the part of the population in the country or some of its regions who are able to work, have certain knowledge, skills, trades, production or service capabilities.

According to the interpretation of macroeconomic statistics, the group of labor resources includes working women aged 16-55 and working men aged 16-60.

In the conditions of the market economy, the issues of employment of the able-bodied population and unemployment are gaining not only economic, but also socio-political importance. At this point, it is important to study these issues theoretically.

In the conditions of market relations, the problems of employment of labor resources become acute. These problems are especially relevant in countries of transition economies, which are implementing structural changes that lead to the release of excess labor and an increase in the active job-seeking population. In the period of market reforms, there will be state intervention along with the market rules of employment provision. In order to avoid social conflicts, the state implements measures to increase employment within the state sector and encourages the creation of new jobs in the non-state sector. Although there is a free distribution of labor resources between sectors during the transition period, the level of employment in different sectors, the level of income generation and the value of creating a workplace are definitely not the same. It naturally depends on the potential of the industries, their supply with market tools, and the general economic situation. It is natural that conditions are favorable for one network and unfavorable for another. [3]

There is a demand for highly qualified personnel for the Republic of Uzbekistan, which is deepening economic reforms, because the role of personnel, especially enthusiastic, knowledgeable, business-minded, resourceful and entrepreneurial personnel, is extremely important in the development of the republic's economy, in providing our people with abundant benefits, and in filling the markets with food products. is big.

Effective development of the economy in the conditions of the new economy cannot be solved without the rational use of labor resources, especially without the demand for highly qualified personnel. It should be noted that solving this issue is closely related to the labor market, the market affects the strengthening of the professional training of the workforce.

To do this, paying special attention to the issues of personnel training, retraining and improving personnel skills, identifying the factors affecting personnel training, knowing the reasons for the lack of personnel, constantly identifying the problems of their territorial location and solving them is the basis of the market economy today.

The development of the market economy causes the ranks of the unemployed to increase. This does not affect the issue of personnel training. The role of labor exchanges in providing employment to the unemployed population, in their training, vocational training and improving their skills is very important nowadays. Wide opportunities for choosing a profession and learning new specialties have been created at the exchanges. Therefore, the work of labor exchanges should be controlled by the state. Special attention must be paid to the issue of employment.

It is known that the main labor force in the republic lives in rural areas and they are engaged in agriculture. Today, under the conditions of economic liberalization, the number of unemployed in agriculture is also increasing as a result of the formation of various forms of property. The scientific tools that determine how many personnel are needed for the national economic sectors in the future and the jobs corresponding to them have not yet been developed.

The introduction of scientific and technical achievements in agriculture requires the general knowledge, culture and technical knowledge of workers to be high, at the same time, it plays a major role in improving the professional composition of the labor force in the national economy. Scientific research shows that the more qualified personnel, the higher the efficiency of agricultural production. That is why, in recent years, great measures have been taken in the training of personnel with mass professions. That is, in the current conditions, knowledgeable, cultured, business-minded, entrepreneurial personnel should be employed in the management positions of various sectors of the national economy with different forms of ownership. They should keep abreast of the news and changes happening in the advanced countries of the world, use the latest concepts of the market economy, such as marketing, management, leasing, management, computerization, and apply science and technology innovations in practice. But in many economically weak farms, it can be seen that more experienced workers with less education are working in specialized positions.

In the training of working personnel, it is necessary to pay attention not only to the change in its quantity, but also to the quality aspect. Scientific and technical

progress shows that it will be possible to solve the above problems by increasing production. In the implementation of these processes, qualified workers are necessary.

The conducted observations show that in the future, along with industry and transport, the development of agriculture, chemical, oil and petroleum products industries is envisaged. Therefore, we need workers who know this field, specialists with secondary and higher education. We need professional educational institutions, colleges and universities that train these personnel.

It is also necessary to speed up the training of workers needed in the fields of fuel, energy, water management and land reclamation.

It is important to use various methods and methods of economy in the training of qualified workers. In light, ferrous metallurgy, mechanical engineering, chemistry and transport, individual training methods can be used, and in agriculture, group, individual course training methods can be used.

Agriculture mainly requires specialists with higher and secondary education, who have the specialties of agronomy, veterinary medicine, zootechnics, agricultural mechanization, electrification, accounting. [1]

In order to further improve the training of qualified personnel for agriculture, the following measures should be implemented:

- opening agricultural economics and zoo-veterinary faculties in higher educational institutions in the regions in order to supply specialists for agriculture;
- in order to meet the need for skilled personnel in public professions, it is advisable to open special lyceums, colleges, gymnasiums and business schools in rural areas;
- allocation of necessary equipment for professional technical educational institutions, construction of educational corps, improvement of practical experiments, paying special attention to providing them with highly qualified teaching personnel;
- to create a good repair base for the permanent employment of mechanic personnel, to implement measures to make them materially and morally interested. To create high-performance machines that do not harm their health, to increase the wages of mechanics working on tractors spraying poisonous drugs by 25-30 percent, to create conditions for improving their rest;
- organization of training of workers of other categories of personnel-mechanists, watermen, combine harvester salesmen with public professions in the districts;
- to open short-term courses that prepare qualified personnel under enterprises, associations, joint-stock societies that can meet the requirements of the present time;
- implementation of personnel training on the basis of a contract in cooperation with higher educational institutions;
- in cooperation with developed foreign countries to establish personnel training, their qualification and retraining;

-opening separate classes in 10-11 grades of rural schools that train specialists needed for agriculture;

- improvement of the training and use of specialists should be carried out on the basis of the target plan of the state.[2]

Conclusion:

In the conditions of market relations, the problems of employment of labor resources become acute. These problems are especially relevant in countries of transition economies, which are implementing structural changes that lead to the release of excess labor and an increase in the active job-seeking population. In the period of market reforms, there will be state intervention along with the market rules of employment provision. In order to avoid social conflicts, the state implements measures to increase employment within the state sector and encourages the creation of new jobs in the non-state sector. Although there is a free distribution of labor resources between sectors during the transition period, the level of employment in different sectors, the level of income generation and the value of creating a workplace are definitely not the same. It naturally depends on the potential of the industries, their supply with market tools, and the general economic situation. It is natural that conditions are favorable for one network and unfavorable for another.

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