

## Socio-Cultural Features of Stimulating Scientific and Design Activities in Uzbekistan

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**Annotation.** The article discusses the socio-cultural aspects of stimulating the work of scientific and design activities. The definition of design activity is also given. The main features of stimulating the work of researchers are described, as well as recommendations for improving the effectiveness of incentives in research and development activities are given.

**Key words:** Design activity, scientific and design activities, scientific and design education, motivation, stimulation of labor, wages, scientific and technical activities.

The creation of effective labor incentive mechanisms in the integration world is one of the most important elements of management in all spheres of society. However, the stimulation of labor today is considered in a narrow, economic plan. From our point of view, these issues should be considered from a different perspective. The problem of stimulation lies, first of all, in the socio-cultural field, and, accordingly, should be one of the objects of research of sociological science.

After gaining independence, the economy of the Republic of Uzbekistan was in a transformational state. The country's economy was mainly focused on the agricultural sector and on the extraction of hydrocarbon raw materials [1 p.124].

In recent years, much attention has been paid to the development of the country on the basis of all-round and comprehensive strengthening of its sovereignty and qualitative renewal of all spheres of political, economic, social, educational, cultural and spiritual life of the people [2].

Today, more than 30 thousand people are engaged in research and development in Uzbekistan, more than 27 thousand of them have higher education. Delivering a message to the Oliy Majlis and the people of Uzbekistan, President Shavkat Mirziyoyev proposed to proclaim 2023 the year of human care and quality education [4], which is a fundamental factor in the rapidly changing information world, and it is important to keep up with global trends in various fields, including in stimulating labor.

Every year, a significant part of the State Budget of the Republic of Uzbekistan is allocated for social expenditures, including for education and science. In 2021, over 239 billion sums (sum - monetary unit of Uzbekistan) were allocated from the country's budget only to support innovative development and innovative ideas, development programs, design, construction (reconstruction) and equipping of facilities. In 2022, this figure is more than 671 billion sums, or 0.39% of all state budget expenditures [5]. Over the past four years, 28 scientific organizations and 4 innovative technology parks have been created. Salaries of scientists have tripled. Considerable funds have been allocated to update the material and technical base of the organizations of the sphere. As an important participant in the state's research policy, the activities of the Academy of Sciences of the Republic of Uzbekistan have been improved, which includes 28 research institutions and 4 state museums [6].

Insufficiently developed systems for stimulating high-quality and efficient work in research and development activities create prerequisites for reducing the competitiveness of the team, which negatively affects wages and the social atmosphere in the team. In Russian science, the problems of creating intellectual property objects in the process of fulfilling obligations for the implementation of design activities, as well as

the transfer of rights to them, were considered to a small extent, which in turn influenced law enforcement practice.

The social function is provided by the formation of the social structure of society through different income levels, largely dependent on the impact of incentives on different people. In addition, the formation of needs, and eventually the development of personality are predetermined by the organization and stimulation of work in society. Stimulation of labor is expressed in the fact that it contributes to increasing the efficiency of production, which is expressed in increasing labor productivity and product quality, is determined by the fact that incentives to work form an active lifestyle, a highly moral social climate in society. It is important to provide a correct and reasonable system of incentives, taking into account socio-cultural characteristics.

According to the definition of the International Labor Organization, "monetary wages, regardless of the term, name and method of calculation under an agreement or national legislation, in the form of any incentive or any salary that is established, is what an entrepreneur had to perform or performed work for, or for services provided or rendered". [7, p.115].

Stimulation of labor as a way of management involves the use of all the variety of existing forms and methods of regulating labor behavior, which in turn requires their systematization, identification of common and different between them, identification and resolution of contradictions between them, ensuring their harmonious interaction. All external motivations and elements of the work situation that affect human behavior in the field of work, to some extent, can be called stimuli in a broad sense. "An incentive is an incentive, an interest in doing something" [8, p.667].

Design work is aimed at creating an ideal model of a specific device. Scientific and design education, being a model of professional and general education, allows you to integrate the productive experience of students in various activities, first of all, design, design, to reveal creative resources, to form their value attitude to work, creative qualities that allow them to effectively solve standard and non-standard scientific, design and technological tasks.

The implementation of research and design activities differ in the specifics of mediated material relations. The main feature of the implementation of scientific and design activities is that the activities carried out in the process of their execution are of a creative nature [9]. The creative nature of the activity serves as the basis for a special legal regulation of scientific research and development, since it is characterized by an element of uncertainty, and therefore there is a risk of impossibility of achieving results.

The involvement of the results of scientific, scientific and technical activities in economic turnover is one of the key areas of the national Uzbek economy's recovery. The realization of the capabilities of the scientific and technical complex of the country will ensure an increase in gross domestic product, the creation of new production capacities, progressive structural transformations in the field of material production, improving the level and quality of life of the population based on the development of the production of competitive domestic products (works, services) with high technological and consumer characteristics.

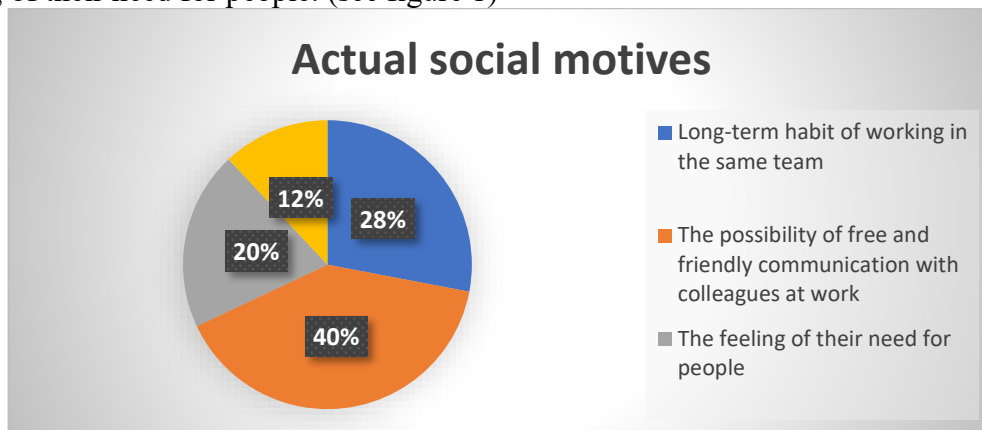
Improving the efficiency of public production is the main way to solve the diverse economic and social challenges facing the new Uzbekistan. As a result, the importance of legal forms regulating relations on the creation and introduction of scientific and technological achievements into industry increases. One of the most important conditions for the development of scientific and design developments is to ensure their legal protection [10], this will create a basis for protecting the interests of authors, developer organizations, investors from unfair competition in the process of using these facilities and, accordingly, will contribute to the introduction of scientific, technical and design achievements into economic circulation.

The listed social factors make it necessary to study the obligations for the implementation of scientific and design, research and information technology activities, since they mediate individual stages of scientific, technical and technological progress.

Despite the fact that in the process of fulfilling obligations to carry out research and development and technological activities, scientific and technical reports, drawings, experimental design samples are created, they do not determine the legal nature of these obligations, since they are only a form of expression of intangible results. Therefore, according to the direction of the result, the obligations to carry out research, design and technological activities can be attributed to the obligations to provide services [11].

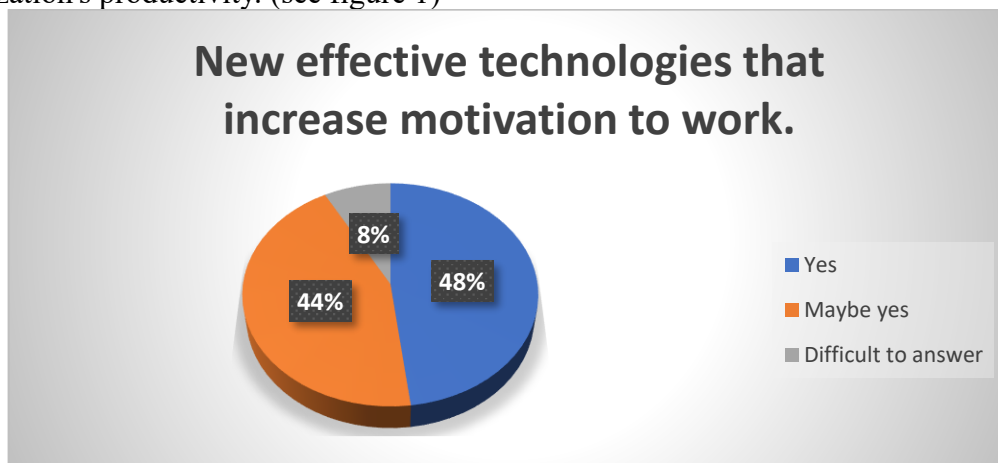
According to the results of the latest sociological research conducted part of a master's thesis by a 2<sup>nd</sup> year postgraduate student of the Department of "Sociology" of the National University of Uzbekistan after

named Mirzo Ulugbek, R.I. Islambayev in 2023 on the topic "Stimulating labor in Uzbekistan", it was revealed that one of the important social motives in the workforce is the possibility of free and friendly communication with colleagues at work. They also note in equal terms the long-term habit of working in this team and the feeling of their need for people. (see figure 1)



**Fig.1. Actual social motives.**

The majority of respondents note that new effective technologies increase motivation to work. New technologies increase motivational processes, which leads to the stabilization and development of the organization's productivity. (see figure 1)



**Fig.2. New effective technologies that increase motivation to work.**

The incentive mechanism is designed to ensure the integration of the interests of enterprise managers and their employees by developing various forms of material, moral and social remuneration, a special place in these systems should be occupied by socio-psychological methods of motivation and socio-psychological and organizational programs developed for these purposes.

Considering the above, it should be noted that any manager who wants to achieve effective performance of his subordinates should not forget about the availability of incentives for them to work. Traditionally, it is believed that once an employee receives payment for his work, then he should be satisfied. In case of a bad attitude to official duties, he can be dismissed. So, he has incentives. Such erroneous thoughts should not be allowed. Almost everyone has their own point of view on how to improve their work. Relying on the interested support of the management, without fear of sanctions, it is necessary to organize the work so that the employee does not lose the desire to implement his plans.

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