

Development in Human resources

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Abstract. In this article, human racers present their thoughts and opinions about its importance and its development.

Key words. Human resources, society, socio-economic, politics, competition, productivity, economy.

In the new Uzbekistan, the reform of the democratic state management system is being implemented based on the lofty idea that "the people should serve the people, not the state agencies, and the state agencies should serve the people." It's no secret that today, together with the stabilization of the state, the social need for a modern approach to the activation of the society, the formation of a positive attitude of the civil servant to the society, service to the people, obtaining people's approval, honesty, and justice has increased. Adoption of the Law "On State Civil Service" was another practical confirmation of the pro-people policy promoted by the President.

It is important to set high goals for Uzbekistan in order to ensure the competitiveness of the socio-economic development of the country, to search for and use the most effective ways to achieve them. Therefore, the further development of the economy of Uzbekistan is mainly related to the effective use of human resources. Effective use of human resources is an urgent problem not only of Uzbekistan, but also of the entire world economy. In the development strategy of the Republic of Uzbekistan, with a deep analysis of complex global processes and the results of the development of our country, in the following years, on the basis of the principle of "For the value of man", further increase of the welfare of our people, transformation of economic sectors and rapid development of entrepreneurship, human rights and interests. The goal is to define the priority directions of reforms aimed at providing unconditional support and forming an active civil society.

High-quality development of human resources is one of the priority directions of forming a competitive organization. It is known that the attitude of consumers to organizations in the service sector depends on the quality characteristics of employees. This determines the relevance of the selected topic.

The way to ensure the priority economic growth of the countries is found in the field of human resources development at the modern stage, precisely in the field of improving the quality of education. It is also worth noting that today the trend of development of education in developed and developing countries of the world is changing. Based on the Asian model of education, the educational process is focused on the development of the skills of practical application of the knowledge gained from theoretical knowledge, and the formation of independent learning skills in students based on information technologies. In our country, special attention is being paid to the fundamental improvement of the higher education system, the fundamental revision of the content of personnel training based on modern requirements, the training of competitive highly educated specialists, and the improvement of the management of innovative activities in the higher education system in the development of the industry at the level of world standards. In this regard, the creation of a national system of electronic educational resources in the main fields of knowledge, access to the world's educational resources and improvement of this infrastructure, use of the world's and national electronic educational resources through information and communication technologies in the educational process, educational The problems of development of the material and technical base of the country and branch infrastructure are of urgent importance in the higher education system of our country today.

Human resource management functions include:

- Person with primary responsibility for human resources.
- Identifying staffing requirements.
- Analyze the problem: is it worth using the services of independent contractors or should you hire your own workers?
- Selection and training of employees.
- Best employees who provide competitive advantage for the organization.
- The best employees who carry the personal brand and the brand of the organization.
- Tailored employee benefits activities.
- Training all employees on standards and personnel policies.

- Creation and maintenance of HRM policy in the organization.

the entire history is full of examples of a sharp struggle between two extremely large economic forces - hired workers and employers. This struggle has caused great sorrow and damage. Natural disasters and even wars are nothing compared to this, because they last for several years. The struggle between them has been going on since the appearance of the first slave to this day, and it is pushing back the economic development of mankind. Only in the 20th century, signs of a new society (social market economy) began to appear, and then this struggle could finally end.

Taking into account the fact that the formation and development of human resources is a constant, continuous, long-term process, it is important for economic growth and brings the same or even more benefits than new innovative technologies. There are socio-demographic, institutional, integration, socio-spiritual, ecological, economic, production, demographic, socio-economic factors associated with the formation and development of human resources. Therefore, it is necessary to analyze human resources at the national, regional, sector level, as well as at the enterprise and individual level. In this case, the analysis based on the study of the world experience in the formation and development of human resources will help to identify the problem. In the formation of human capital in all countries of the world, the main attention is paid to the education system. The importance of human resources is evaluated based on different approaches. From an economic point of view, it is determined by the level of income of educated people.

The set of human resources management is the management influence on the organization and conditions of the work of employees in various ways, the formation of skills that ensure the maximum use of the labor potential of employees in the interests of the enterprise. Personnel management is a targeted influence on the human component of the organization, aimed at establishing compatibility between the goals of the organization and the capabilities of employees. Personnel management is based on a generalized idea of a person's role in an organization. One of the elements of management activity is personnel management, which determines the position of a person in the organization. The concept of "management" itself is vague. This can be interpreted in terms of personnel management, management through human resources, or simply a person. At first glance, it may seem that there is no difference between the terms, but for management theory, these concepts are fundamentally different. Personnel management is an activity focused on a set of specific rules and methods of influencing the work process of employees in order to develop the skills necessary to maximize the work potential of employees. The main strategic functions of human resource management are balancing the enterprise and business strategy; reengineering of organizational processes; communication with employees of the organization, change management. The HR manager is responsible for monitoring organizational leadership and management culture. HR ensures compliance with employment and labor laws, which may vary by location.

Development of human resources has always been and remains one of the most important problems in the organization of any economic activity. For this reason, the correct, logical and clear solution to the problems of human resources development requires mastering the fundamentals of personnel management at a professional level.

Despite the complex composition of human resources, the specific features of its formation and development determine the importance of the educational components of the development process during the evolution of the scientific concept. It is knowledge and skills that form the basis of human resource development, increase the competitiveness of its carrier in the labor market and determine the level of earning.

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