

**The importance of efficient use of human resources
at the beginning of the third renaissance**

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Abstract: *At a time when science is advanced, the digital economy is gaining ground, and information technology is embracing all areas, Uzbekistan is laying the foundation for a new era of revival. Today, Uzbekistan is on the threshold of the third Renaissance.*

After all, in our country, as in all areas, there are new trends in human resource management. In particular, during the transition to a market economy, human resource management will acquire new importance. If in the context of the command-and-control system these tasks are considered as secondary tasks, in the conditions of transition to market relations they are given priority and each manager of the enterprise is interested in solving them. Also, the introduction of such new trends is a clearly targeted activity in the field of human resource management, which aims to improve the skills of personnel in the competitive markets of goods, labor and educational (vocational) services and the effective functioning of socio-economic structures, organizations and their departments. and ensure its development.

Opinions and views on the importance of efficient use of human resources at the beginning of the Third Renaissance are presented in this article.

Key words: *human resources, labor force, labor market, human resources, services market, competition, market economy, enterprises and organizations, socio-economic structures, the third renaissance.*

In today's competitive market economy, the importance of efficient use of human resources is growing. Indeed, the study of the criteria for the practical application of human resource management today requires special attention to local and ethnic, demographic factors, the appropriate allocation of labor resources in the country, environmental management, radical improvement of the remuneration system, compensation and shows that the incentive is based on the best practices of Western countries.

In the developed countries of the world, in particular, the United States, Germany, Great Britain, Japan, South Korea, investment in strengthening the human factor is determined by the development of human potential, in particular, increasing the level of education and professional training of young people.¹

¹ Akmal Yoriyevich Ostanov." World experience in improving the structure and dynamics of human resources". «ОБРАЗОВАНИЕ И НАУКА В XXI ВЕКЕ» Xalqaro ilmiy jurnal. Выпуск №21 (том-5) (декабрь, 2021) -1075.c

At the same time, it shows that the effective use of human resources is also related to the level of professional training of personnel. In it, we can also observe the changes that have taken place in the process of training and retraining of personnel. In particular, professional development is of particular importance as the main way to ensure that personnel meet the modern level of science, technology and economics. It is known that if a person does not engage in self-education and does not improve his skills, the acquired knowledge will become obsolete by half every five years. Firstly, in-service training is very important as it is cheaper to train professionals, secondly, it takes less time, and thirdly, because the training modules for professionals and managers are targeted.

The reforms being carried out in our country pay special attention to the implementation of measures related to the radical reform of the system of training, retraining and personnel training that meet the requirements of the time.

President of the Republic of Uzbekistan Sh.M. Mirziyoyev said: "We all understand that in order to fulfill the large-scale tasks ahead of us, we must do a number of things to improve the entire system of work with personnel. At present, in many cases, the use of human resources in state and government agencies, the division of their duties and powers is not rational and effective."²

Indeed, rapid changes in the economy, the emerging demographic situation, the ongoing processes of globalization, in turn, lead to a change in the status of man in society. The demand for production, its intellectual and innovative manifestation, the objective needs of the modernization of society in the current conditions are contributing to the formation of a new type of employee and employer. This, in turn, requires the application of new approaches to the management of the labor process.

At the beginning of a new era, the third renaissance in our country, the importance of human resource management and their effective use is very important.

In this case, human resource management is a person - a skilled worker in the organization, a talented person. Resources will be scarce or limited. Management is understood as the optimal or effective use of these resources to achieve the goals of the organization. Human resource management refers to the full and effective use of the current skilled workforce.

At the same time, the rational use of human resources, strengthening people's professional skills and health, the use of modern methods and principles in human resource management, high knowledge and skills of employees are very important.

According to the report, the quality of education in schools and colleges has declined during the difficult transition period. The lack of creative schools, cultural centers, and lack of attention to the activities of clubs have caused a number of serious problems. Our young people have cases of ignorance, and some can be seen looking for work abroad.

As the future of our country depends on modern personnel, one of the priorities today is to radically improve the education system, to educate young people in the spirit of patriotism and high spirituality.

In his speech at the solemn ceremony dedicated to the 29th anniversary of independence of the Republic of Uzbekistan "In today's world, where the great power of our people is in full swing, it

² Sh.Mirziyoyev. "We will build a free and prosperous, democratic state of Uzbekistan together with our brave and noble people." Speech at the joint session of the Oliy Majlis chambers dedicated to the inauguration of the President of the Republic of Uzbekistan. "People's Word," December 15, 2016

is true to say that a new revival is being laid in Uzbekistan - the foundation of the Third Renaissance.”³ had pointed out. The term, which means "rebirth" in French and Italian, as well as in Latin, is widely used because the European Renaissance and Renaissance had a significant impact on world development, as well as renewal and vitality. It should be noted that we all know that countries such as Japan, the United States, Germany, France, South Korea have highly recognized models of scientific development and high results based on science and innovation. All this has been achieved 50 years ago through a strong public policy aimed at the development of science and innovation. In particular, it is no secret that the territory of Uzbekistan is known and famous in the world as one of the major centers of the Eastern Renaissance.

It is no coincidence that the main goal in Uzbekistan is to create a new Renaissance, that is, the foundations of the third Renaissance. Because, as stated in the hadith, "There is no salvation other than knowledge, and it is impossible." The time has come for this vital truth to move into our daily practice.⁴ It is time to mobilize all opportunities for this.

In particular, we consider pre-school and school education, the system of higher and secondary special education, and scientific and cultural institutions as the four integral rings of the future Renaissance. We consider our kindergarten teacher, school teacher, professors and scientific and creative intellectuals to be the four pillars of the new Renaissance. I believe - dear parents will definitely support this initiative and will be the fifth ring, the fifth pillar of the new Renaissance⁵, - says the head of our country.

In our country, the process of creating modern human resource management systems with a wide range of new quality and power, which is the foundation of a new era, continues. The third renaissance - all the achievements of our country in the development of science, economy and society, serving the people and pleasing the people - is a bright manifestation of the intelligence, talent and talent of our people and youth.

At present, the concept of "human resources" has been developed, which is the theoretical basis of a new form of human resources. This practice applies to enterprises and organizations, in general, in all areas. It is based on the selection of employees, continuous training and recognition of the economic feasibility of capital investments in the identification and continuous development of their qualities, potential capabilities and abilities. The specific features of this concept are:

- use of economic criteria in assessing the role of the human factor in modern conditions;
- their management within enterprises and organizations;
- restructuring the staffing system.

The role of the personnel service is invaluable in solving this process effectively. It is known that the personnel department is looking for qualified specialists needed by enterprises and organizations by announcing vacancies in the press. Candidates for the position of the head of the personnel department are subject to special training, capacity, knowledge and other requirements. In addition, the leader must be able to achieve the set goal, well-behaved, knowledgeable, creative, organized, able to think analytically.

³“ The third renaissance - the development of science ". Ibrahim Abdurahmanov, September 5, 2020. <https://mininnovation.uz/uz/news/> ..

⁴T.Shodiev. "The cornerstone of the Third Renaissance." People's speech. November 13, 2020. №240.

⁵ Speech by President of the Republic of Uzbekistan Shavkat Mirziyoyev at the solemn ceremony dedicated to the Day of Teachers and Coaches. 30.09.2020. <https://uza.uz/uz/react>.

Human resource management is a process involving the active workforce, attracting, developing and supporting talented staff. Human resource management process; attracting quality labor; development of a quality workforce; quality workforce support.

In short, the new era, at the beginning of the third renaissance period, is important for the management and effective use of human resources by enterprises and organizations, firstly in defining the states, secondly, in defining the tasks to be performed and clearly defining the requirements.

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