

EMPOWERING HUMAN CAPITAL AND UNEMPLOYMENT IN ECONOMIC GROWTH OF UZBEKISTAN

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There is a lot of talk about “human capital” today, today the employee is not just an executor, but a strategic resource of the company, the basis of its competitiveness. The main changes in the organization of labor in a modern enterprise are related to the need to take into account not only the priorities of consumers, but also the needs and dignity of employees, both external and internal aspects of activity. The enterprise itself can no longer easily replace one employee with another, as this is the key to the individual capabilities of its components, the competitiveness of the enterprise and its success in the market. It is no coincidence that in recent years a new direction of business services has emerged - "headhunting" associated with the involvement of top managers and highly qualified specialists in the client company. A highly qualified specialist seeks to collaborate with the company, selling to the owners of the company not the ability to work, but the specific results of intellectual activity.

Today, along with the traditional term "economic efficiency", the concept of "social efficiency" is increasingly used. Economic efficiency means that the goals of the organization (labor productivity, profitability, high flexibility and adaptation to a constantly changing environment, etc.) are achieved by employees through the efficient use of limited resources. Social effectiveness is manifested at the level of achieving employees' personal goals and characterizes the satisfaction of employees' expectations, desires, needs and interests (remuneration and content of work, opportunity for personal self-awareness, satisfaction from team communication, etc.).

The authoritarian style is replaced by “participatory management”, i.e. participatory management. Restructuring of corporate governance continues on the path of decentralization - expanding and deepening the participation of employees in the activities of the enterprise. First of all, it is necessary to develop "entrepreneurship within the enterprise" (internal entrepreneurship), which is a management practice related to cultivating an entrepreneurial spirit within the company, encouraging the creative activity of employees. In the new conditions, the most adequate form of labor organization is an autonomous brigade or "team". An example would be an independent product team that fully manufactures a single product, or a team that serves a particular customer to the end. Team members have a certain freedom in planning and algorithmizing labor operations, choosing programs and methods to perform tasks, which can be subject to flexible working hours. Today we can talk about the participation of employees in management (decision-making within their powers).

An important trend of modern management is the development of employee ownership systems. Increasingly, workers are becoming shareholders in the businesses they work for. The systems of employee participation in management, ownership, and profit determine the formation of an "industrial democracy." From a simple executor, the worker becomes a real subject of the production process. Leading countries in this process include Japan, the United States, France, Sweden, Canada, the United Kingdom and Germany. However, industrial democracy in our country has certain limitations. Thus, for example, the issuance of shares to

employees is often a form of overtime pay that prevents them from becoming real holders of power.

In general, new ways of organizing work open up a wide range of opportunities for employees to express their work, link their activities with the final results of the enterprise and inform the entrepreneurial incentives of their activities. It contributes to the activation of innovative processes, improving product quality, increasing labor productivity and so on. And thus, the turnover of the workforce in the enterprise, the number of complaints, absenteeism and the number of disputes are decreasing.

The modern concept of production development is that maximum productivity, quality and competitiveness can be achieved only with the participation of each employee, first in his workplace and then in the whole enterprise to improve the production process. Involving employees in the production improvement process creates a creative environment and is a strong motivator for employees to work, allowing each employee to maximize their experience and creative abilities.

The activities of any enterprise include the awareness of all employees of the goals and values of the enterprise, their participation in the development of enterprise policy. For example, let's look at some of the modern ways of managing human resources:

Comparative analysis is used to compare the same types of management systems, different ways of implementing the same functions, to identify their common features and characteristics, to look for the most effective forms of organization or optimal ways to solve problems.

The historical approach is to consider each event in relation to its historical forms. It is from the interaction of the past, present, and future that the future exists as an opportunity now; On this basis, it is about shifting today's laws and trends beyond the present in order to reproduce a model of the future that does not yet exist.

The structural-structural approach involves, on the one hand, considering the system (in this case, economic) as a whole, dynamically evolving, on the other hand, breaking down the system of structural elements, in their interaction, because in real life each structural element affects the whole system.

From an epistemological point of view, management is a form of cognition that reflects the laws of development and possible ways of predicting processes and events.

Specific approaches and management methods are entirely related to economic forecasting. The current level of knowledge is widely used in research: linear and dynamic programming; economic and mathematical models; queue theory; game theory; multiple correlation methods; dispersion method.

Thus, the essence of a human resource management system is that employees are seen as the wealth of the company in a highly competitive environment. The generalization of the experience of local and foreign organizations allows to form a global goal of human resource management: the formation, development and implementation of the enterprise's labor potential with maximum efficiency. This means improving the work of each employee so that he or she can form and use his or her creative potential optimally and thus contribute to achieving the goals of the enterprise, as well as supporting the activities of other employees in this area.

The peculiarity of the human resource management system is that it should take into account not only the goals of the enterprise, but also the individual goals of employees. The basic principle of personnel management is to reach a compromise between the goals of employees and the goals of the enterprise in the event of a conflict.

In modern conditions, employees and their talents are the most valuable resource of enterprises. Human resource management becomes a strategic task for the company. Human development is becoming an investment, not a cost. The decisive factor in increasing the competitiveness of many industries, including mining enterprises, was the availability of a skilled workforce, from senior managers to operators, the level of employee incentives, organizational forms and other factors.

A distinctive feature of human resource management is the recognition of the appropriateness of investments in attracting labor, keeping it in working conditions, training, and creating conditions for a more complete identification of individual abilities and skills.

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