

Important Factors of Human Capital Development In Uzbekistan

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Abstract: This article provides a comprehensive overview of the ongoing reforms in our country to increase the role and prestige of human capital. In addition, a number of analytical ideas and proposals for increasing human capital were presented.

Keywords: human capital, personal development, globalization, intellectual potential, cultural life

INTRODUCTION

Listening to today's addresses of the President to the Oliy Majlis, once again there is great confidence in our future. I am very encouraged by the fact that all the priorities and tasks set out in the appeal are a logical continuation of our first steps in innovative development as a new ministry during the year.

In particular, the designation of the year by the President as the Year of "Active Investment and Social Development" will undoubtedly further enhance the work done in 2018 in all areas [1]. In particular, it is clear that there can be no innovation without investment, and unless the social stratum develops and the ecosystem is created, it is possible not to dream of innovation. In his address, the President instructed to mobilize all our forces and capabilities for the development of human capital in the country. This, of course, poses the challenge of improving existing education, from pre-school education to general and higher education and research. One of the tasks of the Ministry and the President was to increase the coverage of universities from the current 9% to 20% in 2019, and then to further increase this figure, to set admission quotas independently by higher education institutions and to develop a system of simultaneous application to several universities. The more qualified specialists there are, the more innovative the development will be. This is a key direction in Uzbekistan's innovative development strategy. The appeal also gave a clear task to further increase the scientific potential of universities, to improve research institutes in the industry, to establish more design bureaus and innovation centers.

Most importantly, the task is now to direct investment not only to sectors of the economy, but also to support scientific developments and innovations, and the ministry will develop its own proposals in this regard.

One of the most important requirements today is the need to create favorable economic conditions for enterprises producing high-tech, innovative products and exporting them. It is very important to support the development of this new sector for our country [2]. In addition, our ministry has been tasked to ensure the use of innovative technologies by farmers, to train them in the methods of introducing innovations in agriculture, to improve their skills, and we need to do a number of things in this regard. It was noted in the appeal that we should pay special attention to the development of seed clusters along with cotton and textile clusters. In this regard, it is necessary to further accelerate the activities of research institutes operating in this area.

METHODS

Based on the above, it can be said that the priorities set by the President in the appeal will be the main "driver" of the newly formed "Innovative Uzbekistan" in 2019 for the last two years. Since the development and economic well-being of a country depends directly on the professionals who live there, the priority of the state can be called ensuring the improvement of the (intellectual, physical and spiritual) capabilities of its citizens. This task is being addressed in the context of achieving the goal of human capital development, which will inevitably lead to an increase in the potential of society as a whole, as well as an increase in the country's resources in general. The high potential of society depends on the dynamics of economic growth. So, the development of human capital is one of the main tasks of our time. What does it take to solve this? First of all, every member of the society should create the most favorable environment for the development of the skills of the employee of the company, which is practically impossible without improving living conditions in general.

Second, it is necessary to increase the competitiveness not only of human capital itself, but also of the sectors of the economy that provide it socially.

Specialists dealing with human resource improvement problems are sociologists, economists and psychologists. Their tasks include the development of human capital development at three levels:

- personality development (micro level);
- development of the state as a whole (macro level);
- development of enterprises, commercial companies (meso-level).

At the state level, human capital is accumulated through the efforts of all members of society, which is national wealth and property. A similar source is formed in each region and then consolidated throughout the country [3]. To ensure the development of human capital at the regional level, it is necessary to improve the economic activity of economic entities in a particular area. In addition, the staff is summarized according to the results of the activities of each enterprise in the region. The accumulated human capital ultimately determines the level of socio-economic development of the region. Adding the number of

employees is not enough to measure human capital. It is necessary to calculate all their abilities, knowledge, the amount of information available. After all, it is this potential that activates production to one degree or another and determines the level of efficiency of the company. Everyone has their own capital, and within the social group all individual changes are accumulated in subsystems that have a hierarchical structure.

RESULTS

Private capital connects with each other to form social capital. If a person's human capital plays an important role in terms of their ability to achieve a certain quality of life, then this resource can serve as a tool to achieve more global goals in the whole region or in the country as a whole [4]. An individual employee transfers his or her skills to a commercial or government enterprise (city) where he or she works. And such an enterprise, along with many others, creates a social or economic basis for the life of society. The talents and abilities that a person has are partly innate, partly he will have it throughout his life. The task of the enterprise is to create such socio-economic conditions that are easiest for its employees to increase human capital. Ultimately, all the knowledge gained is used for the benefit of society and enters an environment with the highest quality of life and the most favorable conditions for performance, development and intellectual activity. The development of human capital is a long-term process that can go through all stages of the life cycle and take on different forms and types under the influence of different social conditions. These factors can be conditionally divided into groups: economic, production, demographic, as well as socio-demographic, socio-economic, environmental and many other things. Human capital is formed and improved in the process of social production. The optimal environment for its development is a comfortable living environment. If a person's income has increased, cheap and quality medical and educational services, a wonderful cultural environment and comfortable living conditions are at his disposal, then the development of human capital will continue in the best way. Such conditions can be achieved with the help of appropriate state policies in the fields of education, culture, health, beautification, infrastructure development, etc. [5]

A quantitative expression of the total resource can be seen in the indicators of human capital development. These values are directly related to the level of education, quality food products, health services. They reflect:

- the proportion of the population that does not have sufficient access to food;
- infant mortality rate (up to 5 years);
- Proportion of children receiving secondary education;
- Literacy rate among adults.

To ensure the formation and development of human capital, the state:

- increase the affordability of housing, the creation of favorable conditions for mortgage lending using such financial instruments that contribute to the development of the housing market;
- increase the availability of the consumer credit sector, increase information transparency;
- increase opportunities for citizens to use educational loans;
- development of programs to ensure a high level of well-being of citizens, personal safety, life and property insurance;
- improving the terms of additional pension insurance. An individual achieves his or her maximum potential by overcoming a long, continuous process of capital formation and development, which includes factors such as education, employment, skills development, and favorable conditions for becoming an individual. The average human capital development is 15 years

Lasts up to 25 years. We get the zero mark as the first level. Every member of society begins to shape their knowledge, skills, and abilities from scratch [6]. The beginning of human capital development begins in childhood at the age of three to four years. The child is given information through which he has the opportunity to develop his talents, increase and multiply his knowledge and skills. How successful he is, his self-determination and his ability to understand himself in the future depends on finding an application for his abilities in the job market. But the potential given to man from birth still plays a big role. The most important thing in the development of human capital is adolescence (13-23 years).

CONCLUSION

It is impossible to form and develop human capital without regularly replenishing the arsenal of skills and abilities. If a person is not engaged in vocational training, he has not spent time and effort to get an education, there is no need to talk about the development of human capital. The higher a person's level of knowledge, the better he or she can improve the life of the community. It turns out to be a continuous process. Highly qualified specialists create comfortable living conditions for humanity, contribute to the growth of production and economic development, enrich the national culture, and thus create the preconditions for the formation of more highly developed individuals. Human capital development is a task that contributes to the growth of direct investment, the introduction of new technologies, and the increase in employee income rates from such investments.

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