

Implementation Of The Human Factor In Practice And Its Management

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Abstract: *Safe and high-quality organization of production processes is one of the main requirements today. The safe passage of the work process largely depends on the knowledge and skills of workers. Since the labor force is the main driving factor in the production process, a person has the opportunity to create and provide favorable conditions for the effective formation of an innovative economy, taking into account his creative potential. Human resources, as the sum of human capital, labor force, human potential, entrepreneurial abilities, act as a factor of human production, which, along with material factors, includes land resources, financial and production capital. Changes in production relations taking place in modern conditions lead to the need to change the composition of the human resources used.*

Keywords: Human resources, social capital, labor market, labor ergonomics, post- industrial stage, human resources, human potential, intellectual activity, labor force

Introduction

Labor is the main driving factor of the production process. The concept of "social reproduction" in a broad sense is the restoration of the production of goods, the means of production, and the reproduction of the labor force itself. The real dynamics of society's development is more related to the expansion of the scope of scientific and technical progress, which has become the basis of all the processes taking place in the modern economy and leads to globalization. This dynamic is directly related to significant shifts in the structure of social capital, and also affects the formation of a new model of economic organization and human resources management. Human resources are a special type of economic resources compared to others. The concept of "human resources" and, accordingly, their management, was first mentioned in the 70s in American management. 20th century. New terms have replaced the concepts of "employees" and "personnel management". The change was evidence of a rethinking of the role and place of the individual in the organization that coincided with the era of the scientific and technological revolution [1,2,3].

In the innovative type of economy, which is entering a qualitatively new stage of development, leading to the transition to the knowledge economy, special attention is paid to the resources related to the labor market. Any production cannot be carried out without human participation, therefore, in this case, the form of labor organization describes the stage of development and formation of a new socio-economic system of the enterprise or the country as a whole.

Therefore, the individual has the ability to create and provide favorable conditions for the effective formation of an innovative economy, taking into account his creative power. Human resources, representing the labor market, create the basic ground for the development of a modern economy. If we take into account the pre-industrial period, muscle power was the main production resource, in the industrial period it is machine technology, and in the post-industrial stage already knowledge and intellectual capacity are the main resources. Now the intellectual power and creative ability of a person has become the most important "goods" of a professional worker.

The meaning of the concept of "ability to work" is being revised and, first of all, it is determined by the employee's intellectual abilities, his ability and desire to work with new information, understanding of economic and social changes in society, as well as his ability to adapt to them [2,4]. The relevance of the issue of the human factor lies in the fact that it is this factor that becomes the leading productive force of social development and, most importantly, stimulates the improvement of other factors of production and their rational use. The absence of this factor is impossible, because without it other components of the economic system cannot function at all [3,5].

In order to fully understand the economic term "personnel", it is necessary to consider it both in a narrow sense and in a broad sense. In a narrow sense, "human resources" is a component of the concept of "human potential". "Personnel" is, first of all, skills and abilities (except labor and work) that can be useful for achieving the goals and objectives of the organization. Human potential as a broader concept represents not only labor skills, but also moral qualities of a person, his social inclusion, religious outlook, etc [3,6,7].

Methodology

Historically, the nature of labor has gradually changed. Depending on the historical period, the priorities in evaluating personnel performance differ. For example, about 30 years ago, the basic formula for an employee was "experience + knowledge", that is, experience was a priority (the longer the work experience, the higher the amount of income and the value of this employee). Today, "knowledge" is the main priority, and the new indicator for evaluating the employee's abilities is now characterized by the ability to independently find and work with new information and apply it in practice. The category "Knowledge" complements the criterion of "thinking" or intellectual activity [3,8].

Such an important role of knowledge, its development, accumulation and use in ensuring economic development have received wide public recognition. On the one hand, this is related to the fact that global information networks, which allow to

accelerate exchange and cooperation in various fields such as scientific, technical, cultural, commercial, create a global information space that unites knowledge, but with different levels of access to it, depending on the region and category of citizens.

Table 1

Performance analysis indicators in human resource management

Field of activity	What is the priority	What functions are performed	Who will be informed about Its implementation
A completely new Human Resources planning and management solution	Personal ability and (strategic - Global, long-term skill development approach) problems of daily management of long-term tasks- Work motivation	Expenses for employees are included in the company's expenses for employees The only complex system of human resources in the enterprise Human - Brand New Human Resources Strategic Approach	To the President of Corporate Resources
Technical Security Resolution Control - Dispute Resolution	With employees Administrativ Personnel selection and Corporation vice (need for immediate intervention	The only complex system of human resources in the enterprise Human - Brand New Human Resources (Strategic Approach)	To the President of Corporate Resources

Personnel management system means a system of interconnected economic, organizational and social activities aimed at developing the potential of people employed in the enterprise and using it effectively, creating the necessary conditions for their normal activity. It is worth noting that a clear and conveniently designed system plays a very important role in increasing the efficiency of the enterprise. Systemized enterprises are distinguished by the ease of working with employees, that is, the control over assigned tasks is properly implemented and the process of information exchange is easy.

On the other hand, since information cannot be fully codified, information networks do not solve the problem of effective knowledge creation if it is not supported by communication and collaboration through personal connections and shared creative activities.

Table.2

Results of systematic analysis of personnel management

№	Subsystems	Management facilities
1.	Working conditions	-compliance with mental and physiological requirements of work; - compliance with labor ergonomics requirements; - ensuring labor protection and technical safety; - nature protection, etc.
2.	Analysis of psycho- personal and group relations of work and physiological coordination -analysis of managers' relations and coordination of work ergonomics;	-production conflicts, disputes, compliance with requirements; -labor protection and management of disturbances; compliance with technical safety requirements; -ensuring mutual relations with trade unions; management etc. -compliance with the requirements of nature protection;
3.	Registration and registration of personnel	-hiring, firing, formalizing their transfer from one place to another; -providing personnel management system with information; -determination of professional directions; -ensuring employment
4.	Employee marketing	-analysis of personnel potential; -studying the labor market, planning the need for employees, organizing advertising; -establishing a connection with external sources that provide the company with personnel; -identifying and evaluating candidates for vacant positions;
5.	Personnel development	-providing personnel with economic and technical knowledge; - retraining and professional development; - work with reserve personnel; - action and career control and planning; - ensuring professional and social-psychological skills of new employees
6.	Improvement of labor promotion tools	-standardization and ratifications of labor processes -development of salary system; -use of means of moral stimulation; -development of profit and capital participation contribution -motivation and its management

7.	Legal service	solving legal issues in labor relations; coordination of executive documents related to personnel management; -solving legal issues in economic activity
8.	Development of social structure	-management of catering establishments; -management of the utility sector; -development of physical education and culture; -providing health protection and recreation; -provision of children's institutions; -social conflict management; -ensuring the sale of consumer goods and food products

Since a person is characterized by self-improvement and self-development in the process of accumulating knowledge, the result of this process is the improvement of the quality of human capital[4,9]. Changes in the composition of human capital in the conditions of the "new economy" are primarily related to the reduction since the middle of the 20th century. the time interval between the stages of using the achievements of scientific and technical progress [5,10,11].

That is why, as noted by M. Kastels, a post-Marxist sociologist, a leading researcher of the information (post-industrial) society, 25-40-year-old workers make a great contribution to labor productivity, and that is why investments in health are of particular importance. Because this is related to the extension of the period of creative activity of a person. From the point of view of economy, the issue of "human capital" as a factor of economic growth of the enterprise puts the producer and consumer in the center of the socio-economic system. A person's creative abilities, his knowledge and skills should change both in terms of quantity and quality.

Undoubtedly, in the modern economy, the labor force is the most important element of social production and occupies a significant part of a certain market. But it is important that each person participating in the production process considers his labor activity important and necessary for him, otherwise it will be very difficult to achieve serious and good results. The production process with a common goal in the enterprise will be interesting and meaningful for all its participants [6,12,13].

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The personnel management mechanism of the organization represents a person in bureaucratic organizations through the position he holds, and personnel management - as administrative mechanisms (principles, methods, powers, functions). The concept of personnel management takes into account the following aspects: planning of the number of employees, selection of employees, training and certification, labor motivation, management styles, relations in work teams, management procedures. Sometimes the personnel management system is defined as a set of actions necessary to coordinate the joint activities of people in the organization, and it is also considered as a set of relationships that control and connect them.

In the concept of "managing a person in an enterprise", a person works as the main subject of the organization and a special object of management. In our globalized and internationalized world, the conditions of labor activity and the organizational and management principles must change. Effective realization of the intellectual potential of the individual requires qualitatively different conditions than the realization of the physical potential, which, first of all, consists in providing the individual with maximum opportunities to realize his intellectual potential. However, the main factor here is not only high material motivation, but also the socio-psychological climate of work.

Result:

Looking at the organization from the perspective of the life cycle allows to more clearly define its main goals and strategic attitude and directions. In addition, it will be possible to determine how well they correspond to the internal situation in the organization. The main task of human resource management is the most effective use of the abilities of employees in accordance with the goals of the enterprise and society. This requires creating an environment of constructive cooperation in which each member of the team is interested in realizing their full potential.

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Table.3

Analysis of scientific principles of software management of employees

General working with employees principles	Organizational principles of working with employees
1. Efficiency	1. Concentration
2. Progress	2. Specialization
3. Prospect	3. Parallelism
4. Complexity	4. Compactness
5. Speed	5. Consistency
6. Optimality	6. Continuity
7. Simplicity	7. Moderation
8. Scientific	8. Technological unit
9. Polysyllabic	9. Badassery
10. Autonomy	10. Collegiality in management
11. Sustainability	
12. Versatility	
13. Plannedness	
14. Encouraging	
15. Pick and place	

This means that the management of human resources increasingly intersects with innovation management, because the management of modern production of tangible and intangible goods becomes inseparable from the self-awareness of the employee's personality, the management of his qualitative development. When talking about human resources, it is impossible not to emphasize entrepreneurial ability, which is highly relevant now.

Some scientists distinguish entrepreneurial ability as a special type of human capital. Entrepreneurial ability is distinguished not only by knowledge and skills, but also by business ability, economic ability and luck [4,14].

Information resources occupy a special place in the study of the concept of "human resources", and this is primarily due to the fact that this type of resource represents the result of human activity, that is, it is the result of his activity.

Table.4

Analysis of interdependence of life cycle stages and types of organizational strategy

No	Stage	The goal	Type of strategy	Short Description
1.	Formation of the organization	"Application" in the market of goods / services	entrepreneur	attract attention to the product, find the consumer, organize sales and service, attract the buyer
		"Multiple Systems"		expansion of services and structures

2.	Growth of the organization	rapid growth	dynamic growth	growth in the volume and quality of services and, accordingly, the number of structures
3.	Sustainability	to strengthen their position	profitability	keeping the system in balance
		finish	finish	termination of a part of production, reduction of volumes, search for ways to optimize activity
4.	Recession	revitalization	business / liquidation	in liquidation selling with maximum financial and psychological profit

Table.5

Implementation of the human factor in practice and its management

Formation of the organization	Business strategy	Projects with a high level of financial risk and a minimum number of actions are accepted. Resources are insufficient to meet all customer requirements. Focus on taking immediate action quickly	Employees should be innovative, proactive, communicative, long-term oriented, willing to take risks, not afraid of responsibility. Low turnover of senior staff
Growth of the organization	Dynamic growth strategy	The risk is less. Constantly comparing current goals and building a foundation for the future. Establish written firm policies and procedures	Organizational rigidity, close interaction, flexibility in changing conditions, problem orientation of employees

Sustainability	Profitability strategy	The main focus is on maintaining the current level of profitability. Costs can be minimized; work can be completed. Well-developed management	Employees who achieve maximum results (quantity and quality) with low cost and low risk
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The existence of information in two forms: as a product and as knowledge acquired in the process of work, enrichment of human resources, increases the seriousness of the problem related to the creation and maintenance of human resources in a particular enterprise.

This creates competitive advantages of enterprises in modern conditions. Currently, in the conditions of intense competition of innovative opportunities, due to the growth of requirements for the knowledge and skills of employees, the quality of personnel should be determined by constant positive dynamics. Consequently, according to the definition of US experts, it will be necessary to take continuous organizational and management measures aimed at eliminating the effect of the "half-life of competence". From graduation to the emergence of fundamental new scientific and technical information [7,8,15].

Therefore, human resources, as a sum of human capital, labor force, human potential, entrepreneurial abilities, act as a factor of human production, which includes land resources, financial and production capital, along with material factors. Changes in production relations occurring in modern conditions lead to the need to change the composition of the human resources used. In addition to the normal labor force in production, there is an increasing emphasis on human resources, which include human capital. The sum of human resources and human capital is the employees of the enterprise. The most competitive enterprises strive to improve the human resources they employ, if possible, to reveal human potential that is useful for the organization's goals[9].

CONCLUSION. Intelligence in management means "the ability to successfully influence various, especially new situations by correcting behavior" leading to a goal. This ability is acquired and developed by a person in the process of studying and self-education. It can also develop as a result of daily practice that calls for the constant improvement of mental abilities. Intellectual ability and expertise have cultural value and are highly valued in the service market. Owners of such property - managers not only receive a large fee, but also have large capital, valuable securities, and a high position in society.

Management science is an important resource of society and is a part of the general culture of both society and an individual. Mind-carrying individuals are organized and interact in the mental systems of management.

In addition, they constantly improve their mental abilities. It should be remembered that not only funds, skills, experience, organizational structures, but also the organization of people are implemented. It is also necessary to pay attention to the concept of mental culture of a management specialist. He should have a range of professional knowledge and methodical thinking that lead to success in management activities. But life now requires a clear mechanism of its formation.

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