

IMPROVEMENT OF THE SYSTEM OF DETERMINING THE EFFECTIVENESS OF PERSONNEL SUPPLY AND THE USE OF THEIR POTENTIAL

Djurayev Bekzod Bekmatovich, Jumanazarova Guzal Jabborovna, Numonjanov Shokhrukh
 Tashkent branch of Samarkand University of veterinary medicine, livestock and bio technologies,
 PhD.

Abstract: The main factor in increasing production efficiency and sustainable development of agricultural enterprises is the potential of personnel. Training of young personnel with higher and secondary specialized education is of particular importance in strengthening the capacity of personnel and improving their continuous supply. Today, there is a shortage of personnel with highly qualified, independent thinkers and entrepreneurial skills.

Because, as in other sectors of the economy, as a result of the structural changes in agriculture, the formation of an economy based on different ownership in the sector and the development of market relations, the training of young personnel who meet the requirements of the time, their employment through the development of the motivation system, in most cases, the agriculture and water economy sectors, taking into account their specific and regional aspects, the deficiencies in the planning of the training and qualification system have a negative impact on the effectiveness of their use, which is the reason for the adoption of appropriate measures by the leadership of our country.

Key words: Staffes, economy, qualification, water economy sectors, structural changes, motivation system, agriculture, labor potential, competitive, indicators, practical knowledge.

The formation and development of a continuous system of supply of qualified personnel in agriculture should be carried out within the framework of the general system of ensuring the growth of human capital depending on the processes of production of agricultural products in the conditions of the market economy. Because this process of raising the qualification base of a completely new economic role of personnel should have a cyclical (circular) and continuous content. It also ensures that these works are carried out in a step-by-step and well-thought-out manner.

In the first part of the report, we tried to highlight the scientific and practical aspects of the personnel training system, its formation and development stages. Now we will focus on the issue of personnel supply and effective use of their potential, which is considered extremely urgent in terms of its essence.

At this point, we can say that when we say personnel supply, we mean them not in terms of numbers based on the demand of agricultural sectors and state agencies involved in its management at various levels, but based on the requirements of the agrarian policy consistently carried out by our state. we will have to understand the need to provide quality personnel who can easily and without any difficulties enter the development processes and are competitive in the external and internal labor market. This, in turn, creates opportunities for the creation of labor potential and the potential of qualified personnel in agriculture.

Theoretically, the formation of labor potential, which is a component of labor resources, is a unique complex process based on certain procedures and principles, the demographic, It represents social functional and professional classifications and looks like below. (figure 1).

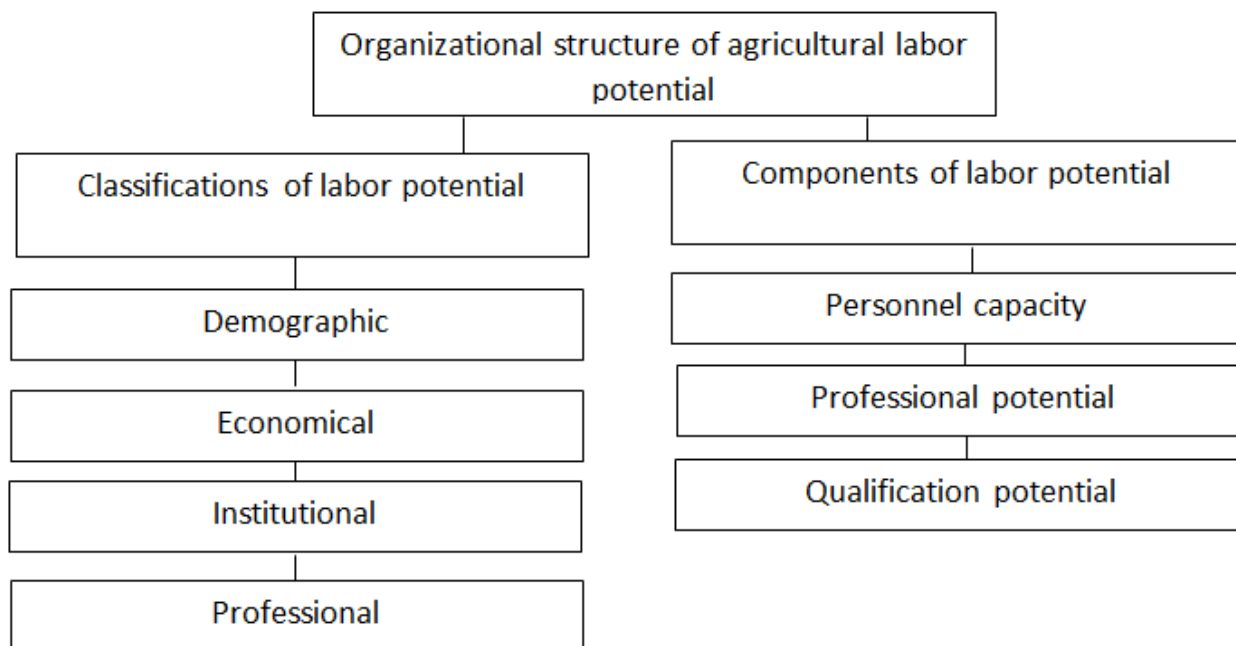


Figure 1. Organizational structure of agricultural labor potential¹

It can be seen in the given picture that the components of labor potential consist of personnel, professional qualification and organizational potential. Classification of labor potential is based on demographic, social, functional and professional principles. It is a component of labor potential and consists of personnel potential, professional and professional potential.

In the first demographic approach, the main attention is paid to the population's gender, age, socio-migratory factors and their formation. This approach is carried out by comparing the processes of value potential formation with indicators of the level of social development, legal and regulatory indicators.

In the second economic approach, skilled personnel are considered as the main part of the labor force. It is noted that labor productivity in the enterprise is the main factor of economic efficiency management. This approach is analyzed from the economic point of view.

The third, namely, institutional cooperation, envisages active regulation of personnel activities by the state at the level of sectors and regions. Also, ensuring the safety of personnel activities, labor protection, promotion of foreign economic activity, professional and position growth processes take the main place.

In the professional approach, factors such as the professional identity of the labor potential, choice of profession, specialization, level of education of value, seniority in the field of specialization are taken into account.

One of the main problems in modern agriculture is characterized by the level of providing the network with qualified leaders and specialists with high-quality higher and secondary specialized education and primary education, which is not at the required level. The negative consequences of such a situation are reflected in the effective organization of management and production in the agricultural system and branch enterprises, as well as in its final results, as well as in the development of the entire agriculture.

¹Kibanov A. Ya. Upravleniya personelom organizatsii. M.: 2010. Str. 90.

Ensuring food safety, which is one of the main conditions of the independence of our country, is the first-level task of agriculture, and for this, the educational potential of the rural population working in the field is of decisive importance. Because the formation of the potential of highly qualified personnel at all levels of agriculture, their rational and effective use, increases productivity in agriculture, improves the quantity and quality indicators of the produced products, and ensures the modernization of production and economic efficiency.

For this reason, a number of scientific research works have been carried out by domestic and foreign economists dedicated to the scientific and practical problems of determining the goals and tasks of personnel supply and its implementation. Including the economist T. According to the results of the research carried out by Sharifullina, it is noted that determining the goals of personnel supply should be based on the following procedures and principles. (Figure 2).

We can see from the given picture that in forming the goal of personnel supply, it is necessary to study the sources of its formation, the potential of personnel and the conditions of its use, the resources necessary for the implementation of activities and the sources of formation of these resources. Also, in the implementation of staffing, investments from various directions and sources, together with state and local budget funds, enterprises and organizations, funds established for these purposes and funds of international financial institutions are attracted.

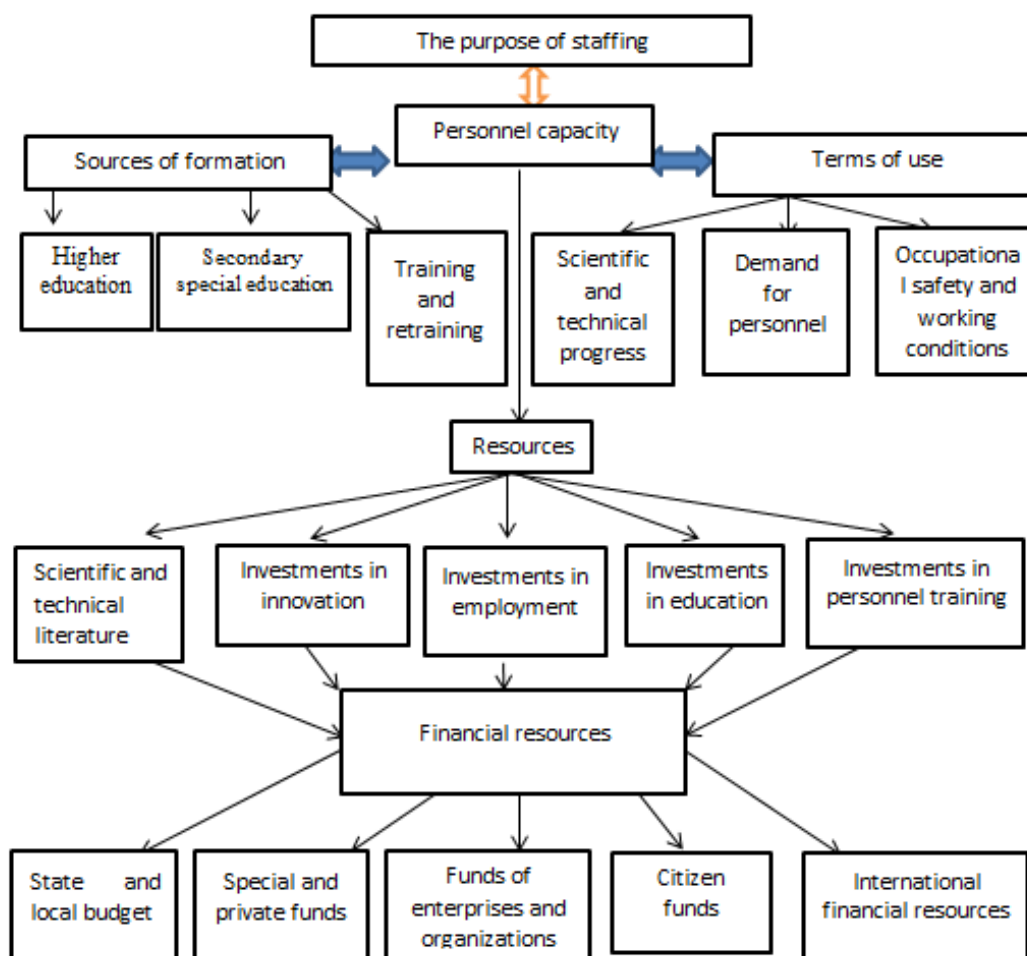


Figure 2. The procedure and principles of determining the purpose of personnel supply ²

²Шарифуллина Т.А. Методологические основы развития кадрового потенциала системы предпринимательства в Республике Узбекистан. Автореферат. Т.: 2006. Стр, 15,

Despite the fact that agricultural production is technically and technologically up-to-date, materially and technically provided, the result of production depends on the level of supply of highly qualified specialists who know their work well, together with natural factors.

In our opinion, the level of training and practical knowledge in higher and secondary special educational institutions that prepare them for the provision of such qualified personnel at all stages of agricultural production and its management, the composition and scientific potential of professors in HEIs under the ministry system, that is, the total number of teachers working in educational institutions it is also measured by the weight of those with academic degrees and titles. The analysis of the data of the Ministry of Agriculture and Water Management of the Republic shows that the work carried out in this regard in recent years can be said to be unsatisfactory.

Changes in the market demand for agricultural products in the world and domestic markets, especially for the quality, appearance, packaging method, size and taste of existing food products, require constant changes in the production structure. In such conditions, it is considered natural that the demand for qualified specialists will also change.

In recent years, the widespread use of modern techniques, technical equipment, results of agrarian science, computer systems in the process of agricultural production has sharply increased the demand for highly qualified labor. Also, as a result of the economic reforms carried out in the agriculture of our republic, the basis of agricultural production is the farms based on private property, their economization, different sizes of land areas, the fact that in addition to farms, many economic entities such as farmers, joint farms, agro-industrial companies are established and operating in the network. therefore, there are some problems in forming (determining) the demand for qualified specialists, meeting the needs of these specialists in issues such as wages, social protection and material incentives.

In agriculture, each economic entity can be able to effectively perform the tasks set before production only if it has a sufficient number of labor force, specialists and management personnel in terms of quantity and quality (professional qualifications, knowledge and skills). Determining the number of qualified (highly educated) specialists and management personnel in connection with the types of agricultural products grown (types of agricultural crops and different directions of livestock breeding) creates considerable difficulties.

The following factors cause this situation:

- first of all, workers, specialists, and management staff should ensure the timely and high-quality performance of agrotechnical activities related to the cultivation of agricultural products, due to the obvious seasonality of labor in the industry, and the small income of economic entities, the permanent involvement of additional workers and specialists is economically beneficial not justified;
- the amount of labor force (skilled) involved in the farm (farmers and peasant farms) causes excessive expenses for the economic entity; the requirement to take into account the level of mechanization of production processes, important agrotechnical activities, the level of communication communication system, technical equipment; the number of existing qualified labor force in the farm, the need to produce products based on market demand and to organize the production process effectively in order to have the maximum level of profit, etc.

Quantitative assessment of personnel efficiency requires taking into account the costs incurred for the implementation of personnel policy in companies and organizations. This includes taking into account expenses for managers and specialists, as well as for new hires, as well as expenses for training and retraining of personnel. This includes as the main costs: wages, salaries of employees in the state, wages paid to those who work on a temporary basis. Additional costs will consist of costs

provided for by the tariff and legislation, insurance, payments for temporary incapacity for work, equipment and labor safety costs, housing and communal services costs, material and moral incentives and transport costs.

References.

1. President of the Republic of Uzbekistan Sh. Mirziyoyev's Decree No. PF-4947 of February 7, 2017 "On the strategy of actions for the further development of the Republic of Uzbekistan".
2. President of the Republic of Uzbekistan Sh. Mirziyoyev's decision No. PQ-3003 of May 24, 2017 on measures to fundamentally improve the system of training engineers for the agriculture and water management sectors.
3. Narzikulov N.R., Murtazaev B.Ch, Boqieva I.A. Economics of human resources: Study guide. — Tashkent. TSUE, 2005.
4. Odegov Yu.G. Personnel management in structural - logical schemes. Moscow. "Academic project", 2005.
5. Gulomov S.S., Dodobaev Yu.T., Osmonov M.O. Hodimlarni boshkarish: Pkuv q'llanma. — Fargona, 2000.
6. A.Sh.Norbekov. Uzbekistonda ijtimoiy kafolatlar tizimini yaratish muammolari: siyosi-sociological tahlil. 22.00.05. — Shiyoshi sociology (sociology of fanlari nomzodi). Tashkent: Uzbekiston Respublikasi Prezidenti Huzuridagi Davlat va Zhamiyat Kurilishi Akademiyasi, February 20, 2004.
7. Boqiev B. "Korhonada mehnatni tashkil etishni takomillashtirish" master's thesis. TDIU. 2006.