

**HUMAN RESOURCE MANAGEMENT – GLOBAL ECONOMY IMPORTANT FACTOR. IMPLEMENTATION OF MODERN SYSTEMS OF LABOR RESOURCE MANAGEMENT**

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ABSTRACT

This article examines the opinions of foreign and domestic scientists on the introduction of a modern system of human resources management. Also, the essence of the stages of evolutionary approaches to human resources management, the tasks of introducing a modern management system and ways to solve them are highlighted.

Keywords. Human resource management, human resource management system, principles of human resource management, personnel, digital HR.

Introduction

Today, the countries of the world are experiencing a systemic crisis related to the transition to the digital economy. Due to fundamental changes in the external world, existing paradigms no longer meet modern requirements. In this, the leadership of the natural and technical sciences related to the knowledge and conquest of nature has changed to the leadership of the sciences of the balance of nature and society based on human, society, their rational evolution.

In this direction, the President of our country Sh.M. Mirziyoyev proposed naming 2022 as "The Year of Development of Science, Enlightenment and Digital Economy".

According to it, the goal is to implement the "1 million programmers" project in order to train highly qualified specialists based on the "Digital Uzbekistan - 2030" program, and to send more than 700 scientists, professors and teachers abroad for scientific research and professional development by the "Hope of the Country" fund.

The existing forms of traditional labor relations are not flexible enough and cannot fully meet the demands of the digital economy and the increasing competition in the domestic market and the world market. Innovative and digital economy with the development of society in the economic and production activities of a person place and role are also changing significantly. In relation to this information society, the basic concepts such as "work", "work", "leisure time" and "leisure time" remain rather abstract and relative when comparing the innovative economy with the economic conditions. The content of the labor process also changes, the attitude towards people, methods of organization and use of labor, and the approach to the education system also change.

Analysis of literature on the topic

The term human resources was first used in the 1970s. Harmonization of social and labor relations, ideas of human capital, human resources development proposed by the



International Labor Organization are currently in the form of a concept G. Becker, T. Shults, A. Covered in works of foreign scientists such as Sen, O. Kosenko, D. Karpukhin, S. Marr, RL Daft, M. Armstrong, M. Kaming. At the same time, the methodological basis of employment in the labor market and private entrepreneurship A. Smith, D. Ricardo, JB Sey, labor supply and demand, entrepreneurial characteristics - Dj. Keynes, D. Causey, M. Mintz, P. Samuelson, A. Marshall, A. Indirectly covered in the scientific works of Pigou, M. Friedman and others.

The role of human resources in the formation and development of the labor market in the conditions of the market economy, from the CIS scientists V. Bulanov, N. Volgin, N. Luneva, Yu. Odegov, V. Plaksya, A. Rofe, G. Rudenko, N. Filimonova, R. Khasbulatov, A. It has also been studied to some extent in the works of economists such as Sheremet.

Transformation of attitude towards the employee

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No	Attitude towards the employee	Founders of the theory	period
I.	Technological approach	F. Taylor., G. Ford	90s of the XIX century
II.	Humane (humanitarian) approach		
1.	The theory of "human relations".	E. Mayo	20-30 years of XX century
2.	"Motivation (incentive)" theories	A. Maslow L. Porter E. Lawler	50-80 years of XX century
3.	The theory of "humanization of labor".	I. Demalt O. Jelinye K. Levy-Lebauve	60-90 years of XX century
4.	"Human capital" theory	T. Schultz G. Becker	70-90 years of XX century
5.	Theory of "Human Development".	Mahbub ul-Haq A. Sen	80-90 years of XX century

It is noted in the literature that in order to manage human resources, it is necessary to know what human behavior depends on, what it is based on in one's life. A person's behavior, activities, actions are understood, for a purpose

will be directed. Material and spiritual needs are the driving force behind any action. However, not all human actions are aimed at satisfying one's needs. For example, an employee does not create certain material and spiritual wealth only for his own consumption. There are a number of directly expressed links between the employee's needs and his actions and behavior. These are interest, desire, enthusiasm. Under certain conditions, they become a motivating force for human behavior. When an incentive leads to a decision to act, a decision leads to action.

Research Methodology

The methodological basis of the research is the legal and regulatory documents in the field of staff management and regular improvement of their skills, development, in particular, the President of the Republic of Uzbekistan's January 28, 2022 "Development Strategy of the



New Uzbekistan for 2022-2026" Decree No. PF-60, Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis, Decision No. 795 of the Cabinet of Ministers of the Republic of Uzbekistan dated October 4, 2017 "On further improvement of the main positions of employees and the classification of workers."

Also, on the basis of the requirements set out in these decrees and decisions, a proposal regarding the main directions of continuing reforms aimed at ensuring the competitiveness of employees by regularly improving their skills, modern management principles and concepts, the introduction of the KPI (Key Performance Indicators) system in the management system of employees and evaluating their performance and recommendations and appropriate process approach, comparative and systematic, analysis and synthesis, induction and deduction methods are widely used.

Analysis and Results

In the middle of the last century, the organization was dominated by a strict regulation of employee relations, and instead of an adversarial relationship between employers and employees, today there is a cooperative environment, which is based on small groups focused on on-the-job training and customer satisfaction. - not as individuals acting on their own, but volunteerism began to be considered as a unified community.

The process of involving personnel in the sequential achievement of business goals has come to the second place in terms of importance. Centralization is gradually losing its relevance, organizational hierarchy structures are seriously fragmented, responsibility is distributed among the leaders of working groups. At the same time, the external environment of commercial organizations is becoming increasingly competitive. Not only customers, but also stakeholders are gaining importance.

Due to the technological progress in the production chain of enterprises, people are required only to ensure the continuity of the technological process and to control the automated programs. In the production chain, it is becoming more and more futile to look for workers from traditional professions - assemblers, turners, welders, assemblers or simple workers. They are being replaced by engineers, software specialists, programmers and robots!

For example, the robotization of manufacturing processes in many industries will lead to a "net" loss of 5 million jobs in developed and developing countries by the end of 2021, according to the World Economic Forum's Future of Jobs report. Advances in artificial intelligence and robotics will create 2 million new jobs worldwide, but technological change will result in about 7 million job losses, about two-thirds of which will be administrative and clerical jobs.

Over the next 20 years, economic development trends will lead to the reduction of 50% of jobs in certain categories of the world, the emergence of redundant people, the destruction of the usual mechanisms of "guarantees for the future" (vocational guidance, long-term employment or decent retirement) and the workforce that meets the requirements of the digital economy. may require complete retraining.

There is ongoing debate within the people profession about the best model for HR functions and the extent to which professionals should be involved in the broader business strategy of people-supported organizations. Recently, we have come to agree that there is no single model for people functions that works best for all organizations everywhere. It is worth noting that effective organizations must adapt their team strategy to their broader organizational goals, and each organization must find the most effective model for its needs. Furthermore, as the people profession around the world continues to mature, HR practices are not only global "best practices", rather, an understanding has developed that it should



be compatible with local cultural and business values. In this report, we not only look at countries where we can expect big differences, but also in some structures and roles in some countries that are expected to share similar cultures but may have different business values. we found significant differences from each other.

When asked which occupation best reflected their decision-making responsibilities, the most common choice across all countries was human resources (in HR), with an average of 45 percent. , then all over the world

many specialists can work as generalists. a wide range of HR responsibilities and knowledge.

Although HR was the most chosen field of specialization in each country, there were some differences. It is worth noting that the USA (68%) and Australia (68%) had the highest percentage of respondents who most clearly expressed their responsibility for Human Resources. Singapore (59%) and Malaysia (59%) had higher percentages of respondents indicating that their focus was HR. Respondents are slightly below the global average Mexico (27%), India (28%), Brazil (31%) and the Kingdom of Saudi Arabia (33%) were the least likely to choose this career path.

Conclusions and Suggestions

The results of the Survey above show that many professionals around the world can have a general understanding of Human Resources, as well as some insights into how professionals in different countries spend their working hours. there are interesting differences. These findings may also reflect how different labor markets, economic structures, and business strategic priorities drive demand for specific career paths in each country.

In conclusion, it can be said that globally, the relationship between the number of human resources and the number of organizations is very strong. Four out of ten small-medium enterprises (fewer than 250 employees) have a ratio of 1:20 or less, and more than four out of ten large enterprises have a ratio of 1:100 or more. Therefore, differences in human resources and worker ratios between nations reflect, to some extent, differences in the size of organizations found in our national samples. Nevertheless, staffing and staffing ratios have a major impact on the working life of an HR professional, so national variation helps to better understand the profession worldwide.

Half or more of respondents from the US (52%) and Australia (50%) reported their staffing ratio was 1:100 or greater, compared to 34% of UK and UAE respondents of 1:100 or higher ratio. In contrast, Brazil was more likely than other countries in our study to report a ration of 1:20 or less, with 41% of Brazilian respondents choosing this answer. More than two-in-ten (21%) of UK respondents said they did not know what the HR staff ratio was in their organisation, a much higher percentage than in other nations.

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