

THEORETICAL PRINCIPLES OF STAFF PERSONNEL MANAGEMENT

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Abstract. *Social-economic reforms that create real conditions for the human factor to act as a decisive force and develop consistently, important changes are being implemented in the agricultural sector. In this article, the theoretical foundations of human resource management were widely covered.*

Key words. *Integration, human capital, agro-industry integration, intellectual potential, cluster.*

Our country occupies a worthy place in the world arena with its economic potential and scientific and technical capabilities. The forms and mechanisms of integration are extensive. World experience shows that the formation and development of integration processes covers a relatively long period. The mechanism of action of these processes is formed step by step in a logical sequence.

According to A.V.Turyansky and V.L.Anichin, "agro-industry integration" is the establishment of economic cooperation aimed at uniting the processes of production, processing, sale and agricultural service of agricultural products into a single organizational-technological system. "

In our opinion, the integration of agricultural industries is the integration of agricultural production, storage, processing, sales and service industries into a single organizational-technological and socio-economic system, in order to satisfy the population's need for food products, and is the process of establishing interconnected and mutually beneficial business relationships. In this process, a certain part of the technological process combined into a single chain system is carried out by specialized branches or enterprises and prepared for the next technological stage.

In turn, the development of agricultural integration requires qualified specialists. In order to train high-quality specialists, there have been several changes in the system of higher education institutions. Based on the decision of the President of the Republic of Uzbekistan No. 2909 dated April 20, 2017 "On measures for the further development of the higher education system" and the decision No. 3151, it is aimed at the development of intellectual potential in order to increase integration. Intellectual capacity is the economic efficiency of human capital.



These are the factors that glorify a person and raise his honor - immortal values that have been living for centuries. They give meaning to life, raise spirituality and make a great contribution to the development of society.

Attaining management membership of the entire workforce is the most important goal ahead. "To assess the evolution of HR management and the future directions in its development, it is useful to get acquainted with the opinions of Japanese and American experts who manage large corporations. Japanese managers consider the future policy in the field of management to use 78.9 percent of human resources potential.

The essence of personnel competence includes being able to work, having knowledge, professional knowledge, skills, health and is determined by the structure of the socio-economic system of the society. Such a relationship is more complex and goes beyond the boundaries of the social and economic spheres of life, because work has a general character and is present in almost all spheres of social life, for example, in politics, defense, etc.

This is confirmed once again if some agricultural indicators of Uzbekistan and developed foreign countries are compared. For example, in the Netherlands, with a population of 16 million people and 1.038 million hectares of cultivated land (60% of which is developed near the sea), agricultural products worth 131 billion dollars are produced, while in Uzbekistan, with a population of 33 million and 4.4 million hectares of cultivated land, this figure is only 13.2 billion dollars.

At the moment, social-economic reforms and important changes are being implemented, which create real conditions for the functioning of human resources as a decisive force and consistent development in agricultural sectors.

The following features should be taken into account when expressing personnel competence:

- Personnel expertise as skills and abilities is considered a certain reserve, that is, it can be accumulated;

- the earlier the economic investment starts, the sooner it starts bearing fruit. Also, the more significant and continuous the investment, the higher and longer it will bring benefits;

- "Two-way multiplying effect" has its place in the formation of personnel competence. Its essence is that in the process of education, in addition to the learner, the ability and skill of the teacher will increase, as a result, the income of both will increase;

- human capital deteriorates physically and mentally. Deterioration of human capital is determined, firstly, by the natural decay (aging) of the human body and psychophysiological functions characteristic of it, and secondly, by the level of spiritual decay (obsolescence) of knowledge.

- Natural turnover occurs as a result of replacement or retirement of employees at the end of their working life.

- Economic circulation is associated with a change in the type of production of technology, equipment, and leads to retraining of workers and mastering of new professions by them.



- Innovative circulation is connected with quality changes in technique and technology, improvement of labor organization methods, increase in professional qualifications of employees, improvement of quality, labor productivity and salary increase.

In short, in the management of human resources in the country, the main attention should be paid to human capital.

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