

USE AND MANAGEMENT OF HUMAN RESOURCES FOR THE DEVELOPMENT OF AGRO-INDUSTRIAL INTEGRATION

Ne'matjonova Nixolabonu Jasurbek qizi

Andijan Institute of Agriculture and Agrotechnologies, student of the 2nd stage of tourism education

Abstract: In this article, the largest branch of material production in the agro-industrial system of our country is agricultural production. The main task of this network is to meet the demand of the population for food and raw materials of the industry. It was explained that the socio-economic development of any country directly depends on the efficiency of using the labor potential of the population.

Keywords: Agricultural integration, intellectual potential, integration, human capital, workable, educated, professional knowledge, effective, fruitful, qualified, specialist.

Introduction. The largest branch of material production in the agro-industrial system of our country is agricultural production. The main task of this industry is to meet the demand of the population for food and industry for raw materials. Accordingly, the development of agriculture has economic, social and political significance for each country. The socio-economic development of any country directly depends on the efficiency of the use of the labor potential of the population. This means that the effective implementation of market relations in the country, employment and thereby achieving sustainable socio-economic development will depend, first of all, on the effective use of the existing labor potential of the population. Because the labor potential of the population is a key factor in production, it also has a number of unique features compared to other resources.

The urgency of studying the problems related to the effective use of human resources and ways to improve it is reflected in the works and speeches of the President of the Republic of Uzbekistan and is considered one of the priorities of socio-economic development of the country. It has to do with people's interests, lifestyles, development and prospects.

Great attention is paid to the development of innovative activities in recent years in Uzbekistan. "Innovation means the future. If we are going to start the restoration of our great future from Steam, we must start it on the basis of exactly innovative ideas, an innovative approach"[1].

Under the influence of the increasing development and strengthening of economic relations between the spheres of agricultural production and the agro-industrial complex providing services, the network is undergoing integration processes. It is necessary to interpret the essence of the concept of "agro-industrial integration" before studying the necessity, importance, development conditions and factors, as well as organizational forms and types of these processes. The study of scientific literature shows that in the interpretation of the concept of "agro-industrial integration" three different conceptions and opinions.

Literature review. Therefore, the agro-industrial complex can be described as follows: It is a structure that reflects the integration and integration into one system of industries engaged in the production, storage and processing of agricultural products and their delivery to consumers.

The process of intersectoral integration is intensifying due to the development and strengthening of economic relations between the sectors of agricultural production and agro-industrial complex. Before

studying the necessity, importance, conditions and factors of development of these processes, as well as organizational forms and types, it is necessary to understand the essence of the concept of "agro-industrial integration". A study of the scientific literature shows that there are different approaches and ideas in the interpretation of the concept of "agro-industrial integration".

A.V.Tkach describes the concept of "agro-industrial integration" as follows: "agro-industrial integration" is an organizational and economic concept that denotes a conscious and regulated combination of specialized agricultural and industrial production into a single economic organism".[3]

V.A.Kundius interprets the concept of "agro-industrial integration" as a vertical form of cooperation, the organizational and economic integration of technologically interconnected agrarian, industrial enterprises and infrastructures into a single agro-industrial economic system with the aim of satisfying the primary reserves of the population.[4]

According to another scientist: "Agro-industrial integration is a national economy involved in the production, preparation, processing, storage, transportation, sale of agricultural raw materials, development and maintenance of means of production for agriculture. appears in the form of an interconnected sum of branches. This sum forms the republican agro-industrial complex".[5]

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

R.Hakimov explained: "agro-industrial integration is the integration of industry and agriculture into one system, becoming a single whole». [4]

Research methodology: In our opinion, agro-industrial integration is the process of providing the agrarian sector with means of production in order to satisfy the population's reserve for food products, the unification of the sectors of cultivation, storage, processing, sale and service of agricultural products into a single organizational-technological and socio-economic system, as well as the establishment of mutually connected and beneficial economic relations. In this process, a certain part of the technological process, combined into a single chain system, is carried out by specialized industries or enterprises and prepares them for the next technological stage.

In turn, the development of agro-industrial integration requires qualified specialists in the use and management of human resources. There have been a number of changes in the system of higher education in order to train quality professionals. Based on the Resolution of the President of the Republic of Uzbekistan № 2909 of April 20, 2017 "On measures to further develop the system of higher education" and Resolution № 3151 aimed at developing intellectual capacity in order to increase integration.[1]

Intellectual potential is the economic efficiency of the human factor in the use and management of human resources for the development of agro-industrial integration. Human resources are the sum of the socio-economic systems of the human factor. As a result of development, the concepts of "labor force", "human factor", "human resources", "human capital" emerged as a subject of economic life.[5]

It widely uses the cluster method as one of the ways to increase the competitiveness of the economy in developed countries. Cluster strategies are promoted widely by the European Union. the euro-Comission further supports the development of the cluster on the territory of the Union.[6]

Analysis and Results. In a market economy, there is a need to produce material blessings in conditions of limited resources, distribution and consumption, and this process studies the behavior of the people in which they operate. While this behavior behavior requires excellent management.

In an economy based on market relations, entrepreneurial ability is considered an economic resource and constitutes a component of the human factor. The main task of this topic is to describe in detail the essence of entrepreneurial activity, its purpose and forms that are valid in the conditions of transition to the market economy, to analyze the content of the entrepreneurial capital and its forms of action, to clarify the processes that arise in the movement of capital and its manifestations, as well as to.

The management of any socio-economic systems can ultimately be viewed as a process of managing the behavior and behavior of people, regulating and stimulating their activities.

President Of The Republic Of Uzbekistan As Mirziyoyev noted in his address to the Supreme Assembly on the most important priority tasks for 2019, "Today we are living in a rapidly changing period, taking into account such a difficult situation in the international arena, we need to clearly define the priority directions of our development. Our most important task is to reform the management system of the agricultural sector, introduce advanced technologies for the rational use of land, water and cocktail resources, ensure food security". [2]

Modernization of Agriculture is a process of radical renewal of the sphere from the technical and technological point of view, which is achieved on the basis of three directions connected with each other, namely, the integration of production with modern technologies, the technical and technological restructuring of the structural system and the spiritual renewal of production. The process of modernization of the sphere in these directions is carried out on the basis of the program of action strategy for the development of the Republic of Uzbekistan for 2017-2021 years in accordance with the instructions of the president of the Republic of Uzbekistan. [2]

Effective implementation of these tasks requires the development of scientific proposals and practical recommendations that contribute to the sustainable development of the economy of the Republic, in particular, the activity of industrial enterprises, the effectiveness of using the corporate method of Personnel Management employed in them.

The fourth priority direction of the strategy of action on five priority directions of development of the Republic of Uzbekistan in 2017-2021 years development of the social sphere-increasing employment and real income of the population, creation of new jobs in it and the development of the population, first of all, special attention is paid to the system of ensuring rational employment of graduates of secondary special and higher educational institutions, ensuring the proportionality and development of the infrastructure of the labor market, reducing the level of unemployment, improving the quality of the workforce, professional training, retraining and professional development of persons in need of employment. [2]

Education, knowledge and science in general are among the most necessary values for mankind. Knowledge is a great treasure that can not be bought into any fortune, but only after learning, aspiration. This must be done in accordance with national and universal values. Achieving a management membership of the entire Labor team is the most important goal ahead. "It is useful to familiarize yourself with the opinions of Japanese and American experts who manage large corporations in order to evaluate the evolution of Human Resource Management and the future trends in its development. Japanese managers see the future policy in the field of management as 78,9 percent of the potential use of human resources.

At present, in the development of agro – industrial integration, socio – economic reforms, significant changes are being made that create real conditions for the human factor to act as a decisive force and develop consistently. [5,6]

The human factor in the development of agro – industrial integration is the most necessary resource, the importance of which is higher than natural resources or material resources. The sum of human capital is the capacity of personnel.

Conclusion and Recommendations. The low level of utilization of employees' abilities and potential, in many respects, is not due to their lack of desire or ability to work, but to their inability to organize their activities properly, what qualities need to be used to improve it, or, it is in not knowing which qualities are being overlooked and which opportunities are being lost. Therefore, it is necessary to take measures to constantly increase the effectiveness of human qualities in the workforce.

For the development of agro-industrial integration, the use of human resources and its management should take into account the following features of the human factor:

-human capital is eroded physically and mentally. The decay of human capital is determined, firstly, by the degree of natural decay (aging) and, secondly, by the degree of spiritual decay (obsolescence) of knowledge. Natural turnover occurs as a result of the replacement of employees at the end of employment or retirement. Economic turnover is associated with changes in the type of production of technology, equipment, retraining of workers and their adoption of new professions.

The use and management of human resources for the development of agro-industrial integration is an economic indicator and reflects all the qualities that determine the working capacity of the population. These qualities reflect the employee's ability and interest in work, health status, endurance, nervous system, general and specialized knowledge, work skills, mental and physical potential. The qualitative composition of labor potential, which reflects the professional and qualitative abilities of employees with appropriate professional training, work skills and personal abilities in conducting scientific activities, reflects the potential of scientific personnel.

Personnel training is a key component of the process of using and managing human resources for the development of agro-industrial integration, which determines the effectiveness of its further use. Increasing the welfare of society is directly related to the potential of human resources.

It is necessary to take into account the following characteristics of the human factor in the management of the use of manpower in the development of agricultural network integration:

- formation of the human factor requires significant costs from the individual, enterprise, society and the state;
- the human factor is a certain reserve as skills and merit, that is, it can be accumulated;
- in the formation of the human factor, the "double-multiplying samara" has its place. Its essence lies in the fact that in the process of education, besides the learner, the ability and skill of the learner will grow, as a result of which the income of both will increase;

Labor potential is an economic indicator and represents all the attributes of the population that determine their ability to work. These qualities reflect the employee's ability to work and interests, state of health, endurance, nervous system, general and special knowledge, labor skills, mental and physical potential. The qualitative composition of the Labor potential, which expresses the abilities of employees with the appropriate professional training, skills and personal abilities in terms of profession and qualification in carrying out scientific activities, reflects the potential of scientific personnel.

Some of the factors that are taking place in the sectors of the economy can have a negative impact on the personnel health. They have a negative impact on the competitiveness of young personnel in many cases. Among such factors, it is possible to include lack of information, lack of working capital, hidden unemployment. Proceeding from the above points of view, it is possible to conclude the following:

1. in the study of the study, the distribution of young people by age groups by determining their professional knowledge, level of qualification helps in the study of the composition of effective use of manpower skills.
2. to improve the skills of the personnel and to create the necessary conditions for their retraining .
3. in the development of network integration, the workforce requires attention to the quality indicators of personnel capacity.

According to the factors listed above, the main emphasis should be placed on the human factor in the first place in the management of the use of manpower in the development of the integration of agro-industrial sectors in the country.

REFERENCES:

1. Decree of the President of the Republic of Uzbekistan No. PF-5611 dated January 15, 2019 "On additional measures for the rapid development of tourism in the Republic of Uzbekistan".
2. Decree of President Shavkat Mirziyoyev dated December 2, 2016 "On measures to ensure rapid development of the tourism sector of the Republic of Uzbekistan".
3. Mirziyoyev Sh.M. Critical analysis, strict discipline and personal responsibility should be the daily rules of every leader's activity. NMIU "Uzbekistan", 2017. - 103
4. Decree of the President of the Republic of Uzbekistan dated February 7, 2017 No. PF-4947 "On the strategy of actions for the further development of the Republic of Uzbekistan". Collection of legal documents of the Republic of Uzbekistan, 2017.
5. Vukadinović P., Damjanović A., Jovanović Z. Position of tourism in global economy and its impact on GDP, employment and investments //Vojno delo. – 2017. – Т. 69. – №. 4. – С. 263-278
6. Мухаммедова З.М. Туризмни инновацион ривожлантиришда инвестицион ресурслар иқтисодий самарадорлигини ошириш. PhD илмий даражасини олиш учун диссертацияси. Самарқанд 2020.
7. Rustamovich, D. B. (2020). Analysis of the Development of Tourism in Uzbekistan. In J. o. Marketing, Journal of International Business Research and Marketing (p. Uzbekistan). Tashkent: September, 2020.
8. O.Shermatov, B.Nosirov, R.Imomov, M.Qobulova. Problems of effective usage of lands in agriculture for ensuring food security. South Asian Journal of Marketing & Management research, 10 (4), p. 71-76. <https://saarj.com/wp-content/uploads/special-issue/sajmmr/2020/SAJMMR-APRIL-2020-SPECIAL-ISSUE.pdf>.
9. Kobulova Mahpubahon Yakibovna, Jurayeva Maftunahon Alisher qizi, managing the use of labor potential in the development of ntegration processes. Galaxy international interdisciplinary research journal (giirj) issn (e): 2347-6915 Vol. 10, Issue 6, June (2022).India-136118
10. <https://internationaljournals.co.in/index.php/giirj/article/view/2196>
11. Kobulova Mahpubahon Yakibovna, Ismatova Nigora Maxamadamin qizi, Use and management of human resources for the development of agro-industrial integration. Periodica Journal of Modern Philosophy, Social Sciences and Humanities. ISSN NO:2720-4030 Volume 7, June, 2022. Polsha. <https://periodica.com>. <https://periodica.org/index.php/journal/article/view/145>
12. Kobulova Mahpubahon Yakibovna, Sobirova Munavvarxon Qaxramonjonovna. Organizational economic foundations of sustainable development of agroclusters. Fars Int J Edu Soc Sci Hum 1(1); 2022; Volume-1| Issue-1| 2022 **Research Article**. <https://doi.org/10.5281/zenodo.7219600>.



Procedia of Theoretical and Applied Sciences

Volume 8 | Jun 2023

ISSN: 2795-5621 Available: <http://procedia.online/index.php/applied/index>

Philippines 3500. <https://farspublishers.org/index.php/ijessh/article/view/20>

13. Davlat statistika qo‘mitasi rasmiy veb-sayti: <https://stat.uz/>.

14. Andijon statistika qo‘mitasi rasmiy sayti: Andstat.uz

15. <https://yuz.uz/news?category=Tourism&page=7&limit=10>, Янги Узбекистон; Turizm, yuz.uz (b. Uzbekistan). Tashkent: 11/02/2021.