

# The Importance of Investments in The Training of Qualified Personnel in the Field of Tourism

**Miyassarov Davron Abdurashid ugli**

SamISI, assistant of the "Investment and Innovations" department.

**Abstract:** The article describes one of the components of the human factor development of employees of tourism enterprises of the Republic, working in a condition the market economy, labor potential, its indicators.

**Keywords:** tourism, labor resources, economic growth, education system, labor potential, efficiency, income.

## INTRODUCTION

In today's development and globalization era, countries and people are connected. Naturally, the more labor resources and the higher the labor potential of each individual within it, that is, the higher the qualifications, experience and other qualities, the higher the volume and quality of the gross domestic product produced in the country can be. In order for these opportunities to be reflected in the real results of production, that is, for economic growth to occur, the quality labor force embodied in labor resources should fully participate in social production, and every subject employed in the economy should fully mobilize their labor potential. Otherwise, labor resources, their number (no matter how many), their quality (no matter how high) will not have a positive effect on the country's economic growth, enrichment, acceleration of economic growth.

The concept of the human factor, which appeared in Western countries in the 70s of the last century, presupposes the need to attract investments in the implementation of a certain amount of expenses in order to form a person's physical and creative abilities, knowledge, skills and activity in work, and to realize these qualities in the production process and achieve high results. drove.

During the last thirty-two years since the independence of Uzbekistan, practical work has been carried out on the development of the human factor, especially in education, health care and other fields. Documents aimed especially at the development of the education system were adopted, and important activities were carried out based on them.

In the Republic of Uzbekistan, the funds allocated annually for the education sector are 10-12% of GDP, which means attracting twice as much investment compared to the requirements of UNESCO (5-6%).

Achieving rapid economic growth, taking into account modern theories of labor resources, puts increasing the quality of employment as the most important task on the agenda. Because the main subject of the labor market at the present time is not ordinary labor force, but the function of profit generation in the economy through scientific and technical development with intellect (intellect - human thinking potential) and mind (mind - logical and creative thinking, the highest level of human mental activity) is a performing employee.

Experts estimate that ensuring effective socio-economic development requires that 40.0-60.0 percent of the country's adults have higher education, and 2.0-5.0 percent of them should be academic

staff. This is proven by the experience of developed countries. For example, in EU countries, there are 5.36 scientists per 1000 employees. This indicator is even higher in the USA (8.66) and Japan (9.72).

Currently, at the beginning of 2023, there are 209 higher education institutions in the Republic of Uzbekistan, and more than one million students are studying in them. Previously, there were 250,000 students, but in 2022, financial independence was granted to 35 higher education institutions. In 2017, there were 77 higher education institutions in our republic, and among them there were almost no private higher education institutions. Out of 209 higher education institutions, 114 are state higher education institutions, 65 are non-state, and the remaining 30 are branches of foreign higher education institutions.

Analyzing the data above, we can see an increase of 132 institutions of higher education in 2023, or a 2.7% increase compared to 2017.

Realizing the important place of tourism in the economy of the Republic of Uzbekistan, special attention is paid to the issue of providing this industry with qualified personnel.

During the following years, in the conditions of the market economy, the provision of services in the republic's tourist enterprises is increasing year by year. But in a market economy system, i.e., in a situation where there is strong competition, are these results due to the development of the human factor or due to extensive approaches? - is a natural question.

In the process of researching our article, we focused on determining labor potential, one of the components of the development of the human factor in the tourist enterprises of our Republic, which work in the conditions of the market economy, and the indicators that represent it.

Because the state of the human factor development problem, effective use of labor potential, which is one of the components of its result indicator, is extremely important for all economic entities, regardless of the form of ownership. The experience of the Japanese nation for the last forty years shows that the more efficient the work, the higher the economic indicators. Because of this, we believe that it is necessary to evaluate and analyze the indicators of this group separately.

Performance indicators in the tourism sector can be measured by various indicators. In this case, it is better to use a system of indicators common to all sectors. It is appropriate to include the following in such indicators:

1. Effectiveness of labor potential in a tourist enterprise;
2. Profitability of labor potential in the tourist enterprise;
3. Profitability of labor potential in a tourist enterprise.

Labor productivity is one of the important indicators representing the effectiveness of labor potential. Because in the conditions of the market economy, the financial activity of each economic entity depends on the amount of this indicator. Labor productivity is measured by the amount of product (work, service) created by one employee at a given time (day, month, quarter, year). This indicator is determined by dividing the result by the average annual number of employees on the list (per unit of time):

$$\text{Labor productivity} = \frac{\text{The result of the tourist enterprise } (Q)}{\text{Number of employees } (X)}$$

As can be seen from this formula, labor productivity is affected by two factors. A number of methods can be used to determine their effect on outcome variation.

In conclusion, it should be noted that in a general sense, the development of the human factor is the expansion of opportunities for people to use the necessary tools for a long and healthy, decent life, and to be educated. But these opportunities are chosen by people themselves. The development process

should serve to create favorable conditions for a person to develop himself in accordance with his needs and interests.

The concept of developing the human factor is much broader than simply forming his abilities and capabilities. It also refers to the use of these opportunities during work, recreation and social activities. As long as there is no balance between the formation of opportunities and their use, human potential remains unused.

Based on the above thesis, the welfare of the state depends not only on the level of income, but also on how this income is used. The fact that incomes are not enough does not guarantee human development. Therefore, it is necessary to distinguish two characteristics of the development of the human factor, the formation of opportunities and their use. Sustainable human development implies not only economic growth, but also fair distribution of its results. Such development implies giving primary importance to categories of the population in need of social protection, expanding their opportunities, ensuring their participation in decision-making that affects their lives. Attracting investments is in the interest of people, it serves to increase the number of jobs for them and increase the welfare of the society.

### REFERENCES BIBLIOGRAPHIQUES

1. Law of the Republic of Uzbekistan "On Tourism". - T., 2019
2. Decree of the President of the Republic of Uzbekistan dated December 2, 2016 No. PF-4861 "On measures to ensure rapid development of the tourism sector of the Republic of Uzbekistan".
3. Anvarovich, N. E. (2023). Economic Growth and Increasing Investment Attractiveness of the Region. *Central Asian Journal of Innovations on Tourism Management and Finance*, 4(11), 1-7.
4. Decision of the President of the Republic of Uzbekistan dated December 2, 2016 PQ-2666 "On the organization of the activities of the State Committee for the Development of Tourism of the Republic of Uzbekistan".
5. Nozimov, E. A. (2021). The Role of Information Technologies in Innovative Development of Banks. *Journal of Marketing and Emerging Economics*.
6. Decision of the President of the Republic of Uzbekistan No. PQ-2909 dated April 20, 2017 "On measures to further develop the higher education system".
7. Nozimov, E. A., & Kholmirezayev, E. B. (2022). MAIN PROBLEMS OF THE BANKING SYSTEM OF THE REPUBLIC OF UZBEKISTAN. *Miasto Przyszłości*, 24, 143-145.
8. Decision of the President of the Republic of Uzbekistan dated January 5, 2019 PQ-4095 "On measures for the rapid development of the tourism network".
9. Boltabaev M.R, Tukhliev I.S. and b. *Tourism: theory and practice. Textbook. T.: Science and technology 2018.*