International

scientific and practical conference

DECEMBER 6
2024

2024



STDF

Science technology& Digital finance

Google Scholar

The main directions of socio-economic development of New Uzbekistan: problems and solutions

MINISTRY OF HIGHER EDUCATION, SCIENCE AND INNOVATION OF THE REPUBLIC OF UZBEKISTAN

JIZZAKH BRANCH OF THE NATIONAL UNIVERSITY OF UZBEKISTAN NAMED AFTER MIRZO ULUGBEK

Scientific journal of Science technology & Digital finance

The main directions of socio-economic development of New Uzbekistan: problems and solutions collection of materials of the international scientific and practical conference on the topic

(December 6, 2024)

(Part 2)

Jizzakh-2024

Department of Economics and tourism of Jizzakh branch of the National University of Uzbekistan named after Mirzo Ulugbek
6.12.2024

The main directions of socio-economic development of New Uzbekistan: problems and solutions collection of materials of the international scientific and practical conference on the topic – Jizzahk: Department of economics and tourism of Jizzakh branch of the national university of Uzbekistan named after Mirzo Ulugbek, December 6, 2024, 450 pp.

Editors in charge: DSc.prof. Turakulov O.X., PhD. O'ralov A.I.

In the collection of materials of the conference, the role and role of Science, Education and production in the era of globalization, the pressing problems of the issues of interaction of these processes, feedback on their solutions were presented by mature specialists of the field.

In addition, research on the scientific and practical topic, carried out in the economics, Exact Sciences, Natural Sciences and socio-humanities during the globalization period, information is presented in the scientific and practical fields, which includes the latest innovative technologies in the fields of production.

It can be argued that this collection is one of the specific intersections of current thoughts and innovative ideas of the world of science. This scientific and practical conference was actively attended by professors and scientific researchers engaged in scientific research in Uzbekistan and foreign countries. In increasing the position of the scientific and practical conference, the professors and teachers of domestic and foreign higher educational institutions made a significant contribution.

Professors and teachers of foreign higher educational institutions who actively participated in the work of the conference made a worthy contribution to the high level of interaction with scientists of our country. The processes of international cooperation with foreign countries and exchange with them in the field of Science in the era of globalization have a positive effect on the development of Higher Education, the fields of Science and production. The materials of this conference are special in that they include a wide range of research, from theoretical developments to practical solutions, demonstrating the diversity of approaches and directions in this area.

In conclusion, it should be noted that this scientific and practical conference will be a very useful collection for everyone who is interested in modern research in the fields of further development of Higher Education, Science, Education and production in the era of globalization. The authors are responsible for the content and quality of the articles and abstracts included in the collection.

XODIMLARNI BOSHQARISH TIZIMI



Norbekov Xursandmurod, Zulfuqarova Gaziza
Mirzo Ulug‘bek nomidagi O‘zbekiston Milliy universitetining Jizzax filiali

Annotatsiya: Maqolada xodimlarni boshqarish tizimining asosiy vazifalari, tamoyillari va samaradorligini oshirish uchun tashkilotlar tomonidan amalga oshirilishi kerak bo‘lgan amaliy choralar ko‘rib chiqiladi. XTBning samarali amalga oshirilishi tashkilotda ishlovchi har bir xodimning o‘z vazifalarini samarali bajarishi va umumiy maqsadlar sari yo‘naltirilishi uchun muhim ahamiyatga ega. Xodimlarni boshqarish tizimining strategik ahamiyati, xususan, zamonaviy tashkilotlarda motivatsiya va karera boshqarish yondashuvlari ham tahlil qilinadi. Maqolada shuningdek, inson resurslarini boshqarishning eng ilg’or metodlari, masalan, “yaxshi kadrlarni tanlash”, “o‘qitish va rivojlantirish”, “ish muhitini yaratish” va “yaxshi rahbarlik” tamoyillari asosida tashkilotlarda samarali boshqaruvni ta’minlash uchun zaruriy choralar ko‘rib chiqiladi.

Kalit so‘zlar: xodimlarni boshqarish tizimi, inson resurslarini boshqarish, motivatsiya, ish samaradorligi, karera boshqaruvi, malaka oshirish, xodimlarni tanlash. xodimlarning rivojlanishi.

Kirish

Xodimlarni boshqarish tizimi (XBT) tashkilotlarning inson resurslarini samarali boshqarish, xodimlarning motivatsiyasi va rivojlanishini ta’minlash, shuningdek, tashkilotning umumiy maqsadlariga erishish uchun muhim bir vositadir. XBTning asosiy vazifasi xodimlarni ishga jalb qilish, ularning malakasini oshirish, motivatsiya qilish, karyera yo‘nalishini belgilash va ish muhitini yaxshilashdir. Har bir tashkilotning muvaffaqiyatli faoliyat yuritishi uchun uning xodimlarining faoliyatini samarali boshqarish va rivojlantirish zarur. Shunday qilib, xodimlarni boshqarish tizimi tashkilotning umumiy muvaffaqiyatiga sezilarli darajada ta’sir qiladi.

Ushbu maqolada xodimlarni boshqarish tizimi konsepti, uning tarkibiy qismlari, asosiy funksiyalari va amaliyotda qo‘llaniladigan metodologiyalar tahlil qilinadi. Maqolada shuningdek, xodimlarni boshqarish tizimining tashkilot samaradorligini oshirishdagi o‘rni, xodimlarning motivatsiyasini oshirishga qaratilgan strategiyalar va zamonaviy boshqaruv metodlaridan foydalanishning ahamiyati ham ko‘rib chiqiladi.

1. Xodimlarni boshqarish tizimi: asosiy tamoyillar

Xodimlarni boshqarish tizimi, asosan, quyidagi tamoyillarga asoslanadi:

1. Mijozga yo‘naltirilganlik: Tashkilotlar o‘z faoliyatida mijozlar ehtiyojlarini maksimal darajada qondirishga intilishlari kerak. Xodimlarni boshqarish jarayonida bu tamoyil xodimlar bilan to‘g’ri aloqa, ularning malakasini oshirish va motivatsiya qilish orqali amalga oshiriladi.

2. Ochiqlik va shaffoflik: Xodimlarni boshqarish tizimi ish muhitini ochiq, shaffof va ishonchli qilishga intilish kerak. Bu, o‘z navbatida, xodimlarning ishga bo‘lgan munosabatini yaxshilaydi.

3. Doimiy o‘zgarish va innovatsiyalarni qabul qilish: Xodimlarni boshqarish tizimi tashkilotning o‘zgaruvchan ehtiyojlariga va tashqi muhitdagi o‘zgarishlarga moslashishga qaratilgan bo‘lishi zarur. Doimiy ravishda yangi texnologiyalarni joriy etish va boshqaruv usullarini yangilash orqali samaradorlikni oshirish mumkin.

4. Xodimlarni rivojlantirish: Xodimlarni boshqarish tizimi ularning malakasini oshirish va karera yo‘nalishini rivojlantirishga qaratilgan bo‘lishi kerak. Xodimlarning professional rivojlanishiga e’tibor qaratish, tashkilotdagi uzun muddatli muvaffaqiyatga erishishda muhim rol o‘ynaydi.

2. Xodimlarni boshqarish tizimining asosiy funksiyalari

Xodimlarni boshqarish tizimi turli funktsiyalarni o‘z ichiga oladi. Bu funktsiyalar tashkilotlarning har bir xodimi uchun aniq va samarali boshqaruv tizimini yaratishga yordam beradi. Quyida asosiy funksiyalar keltirilgan:

2.1. Xodimlarni tanlash va yollash

Xodimlarni tanlash va yollash jarayoni tashkilotning muvaffaqiyatli ishlashiga bevosita ta’sir qiladi. To‘g’ri xodimlarni yollash orqali tashkilot o‘z maqsadlariga tezda erishishi mumkin. Bu jarayonda nomzodlarni saralash, intervyu o‘tkazish va malaka asosida baholash kabi bosqichlar amalga oshiriladi.

2.2. Xodimlarning motivatsiyasi va rag’batlantirish

Xodimlarni rag’batlantirish va motivatsiya qilish, ularning ishga bo‘lgan munosabatini yaxshilash va samaradorligini oshirish uchun zarur. Xodimlarni material va nomoddiy rag’batlantirish orqali ularni tashkilot maqsadlariga erishishda yanada ko‘proq ishtirok etishga undash mumkin.

2.3. Xodimlarning malakasini oshirish va rivojlantirish

Xodimlarni boshqarish tizimining muhim funksiyalaridan biri ularning malakasini oshirish va rivojlantirishdir. Tashkilotlar xodimlarini doimiy ravishda o‘qitish, yangi bilimlarni o‘zlashtirishga yordam berish va ularni o‘z ishlarini samarali bajara olish uchun zarur resurslar bilan ta’minlashlari kerak.

2.4. Xodimlarning ishlash samaradorligini baholash

Xodimlarning ishlash samaradorligini baholash, ularning ishdagi yutuqlarini aniqlash va kerakli o‘zgarishlarni amalga oshirish uchun zarurdir. Bu jarayon orqali xodimlarning ishga bo‘lgan munosabatini va samaradorligini yaxshilash mumkin.

2.5. Xodimlarni qo‘llab-quvvatlash va boshqarish

Xodimlarning professional rivojlanishiga yordam berish va ularga zarur qo‘llab-quvvatlashni ko‘rsatish — bu xodimlarni boshqarish tizimining muhim funksiyalaridan biridir. Xodimlarga motivatsion va psixologik qo‘llab-quvvatlash,

Department of Economics and tourism of Jizzakh branch of the National University of Uzbekistan named after Mirzo Ulugbek
6.12.2024

shuningdek, ularning ish muhitini yaxshilash samarali boshqaruvning asosiy omillaridan biridir.

3. Xodimlarni boshqarish tizimi va tashkilot samaradorligi

Xodimlarni boshqarish tizimining samarali ishlashi, tashkilotning umumiy muvaffaqiyatiga va samaradorligiga bevosita ta’sir qiladi. Agar xodimlarni boshqarish tizimi samarali ishlasa, bu:

- Xodimlar orasida yuqori darajadagi motivatsiyani yaratadi.
- Ishning sifatini oshiradi va tashkilotning umumiy muvaffaqiyatini ta’minlaydi.
- Tashkilotda ijobiy ish muhitini yaratadi.
- Xodimlarning ishtiyoqini oshiradi va ularni tashkilot maqsadlariga erishishda faol ishtirok etishga undaydi.

4. Xodimlarni boshqarish tizimi: zamonaviy yondashuvlar

Zamonaviy xodimlarni boshqarish tizimlari texnologiyalarni, xususan, kadrlar boshqaruvi tizimlari (HRMS), elektron o‘qitish va rivojlanish platformalarini qo‘llashga asoslangan. Bu tizimlar xodimlarning ish faoliyatini kuzatish, ularni baholash va malakasini oshirish jarayonlarini avtomatlashtirish orqali samaradorlikni oshiradi. Shuningdek, tashkilotlar yangi boshqaruv metodlarini, masalan, “agile” metodologiyasini qo‘llashni boshladilar, bu esa jamoalar orasida yanada samarali hamkorlikni ta’minlashga yordam beradi.

Xulosa

Xodimlarni boshqarish tizimi tashkilotning muvaffaqiyatli ishlashida muhim o‘rin tutadi. Xodimlarning motivatsiyasi, rivojlanishi va samarali boshqarilishi orqali tashkilot o‘z maqsadlariga erishishi mumkin. XTBning to‘g’ri tashkil etilishi, xodimlarning yuqori samaradorligini ta’minlaydi va tashkilotning umumiy muvaffaqiyatiga sezilarli ta’sir ko‘rsatadi. Zamonaviy texnologiyalarni va boshqaruv metodlarini qo‘llash xodimlarni boshqarish tizimini yanada samarali va tezkor qilish imkonini beradi.

Foydalanilgan adabiyotlar:

1. Armstrong, M. (2014). *Armstrong’s Handbook of Human Resource Management Practice*. Kogan Page.
2. Becker, B. E., Huselid, M. A., & Ulrich, D. (2001). *The HR Scorecard: Linking People, Strategy, and Performance*. Harvard Business School Press.
3. Kaufman, B. E. (2008). *Theoretical Perspectives on Work and the Employment Relationship*. ILR Press.
4. Ulrich, D., & Dulebohn, J. H. (2015). *Are We There Yet? What's Next for HR?* Human Resource Management Review, 25(2), 160-171.
5. Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). *Human Resource Management: Gaining a Competitive Advantage*. McGraw-Hill Education.
6. Dessler, G. (2016). *Human Resource Management*. Pearson Education.

Department of Economics and tourism of Jizzakh branch of the National University of Uzbekistan named after Mirzo Ulugbek
6.12.2024

7. Schraeder, M., & Jordan, M. (2011). *Employee Motivation and Performance: A Review of the Literature*. Journal of Organizational Behavior Management, 31(1), 4-22.
8. Robinson, D., & Judge, T. A. (2016). *Organizational Behavior*. Pearson Education.
9. Schein, E. H. (2010). *Organizational Culture and Leadership*. Jossey-Bass.
10. Torrington, D., Hall, L., & Taylor, S. (2008). *Human Resource Management*. Prentice Hall.
11. Norbekov, K., & Azamatov, B. (2023). IMPACT OF INNOVATION ON ENTERPRISE DEVELOPMENT. Science technology&Digital Finance, 1(5), 170-173.
12. Norbekov, K., & Karshibayev, Z. (2023). PROSPECTS FOR THE DEVELOPMENT OF TOURISM IN UZBEKISTAN. Science technology&Digital Finance, 1(5), 135-138.
13. Norbekov, K. (2023). INNOVATIVE DEVELOPMENT OF NATIONAL TOURISM AND STRENGTHENING ITS POSITION IN THE WORLD MARKET. Science technology&Digital Finance, 1(3), 110-122.
14. Saitov S. A., To'ychiyeva N. G'., BANK RESOURCES IN THE MODERNIZATION OF THE ECONOMY // Science technology&Digital Finance, Vol. 1 No. 4 (2023) (41-52) https://supportresult.uz/index.php/stdf/article/view/tn
15. Саитов, С., Хайдаров, Б., & Шодликов, Д. (2022). Kichik biznes va tadbirkorlikni rivojlantirish. Новый Узбекистан: успешный международный опыт внедрения международных стандартов финансовой отчетности, 1(5), 297–300. https://doi.org/10.47689/STARS.university-5-pp297-300
16. Саитов, С., & Пардабоев, Ш. (2022). Narx va uning turlari. Новый Узбекистан: успешный международный опыт внедрения международных стандартов финансовой отчетности, 1(5), 179–182. https://doi.org/10.47689/STARS.university-5-pp179-182
17. Хайдаров, Б., & Саитов, С. (2022). Raqamli iqtisodiyot tushunchasi va afzalliklari. Современные инновационные исследования актуальные проблемы и развитие тенденции: решения и перспективы, 1(1), 634–635. извлечено от https://inlibrary.uz/index.php/zitdmrt/article/view/5390
18. Saitov S., Axrorov E. O‘ZBEKISTONDA IQTISODIYOTNI RIVOJLANTIRISH VA LIBERALLASHTIRISH //Science technology&Digital finance. – 2023. – Т. 1. – №. 5. – С. 158-164
19. Saitov S. A., To'ychiyeva N. G'., MAIN FACTORS AFFECTING ECONOMIC GROWTH IN THE COUNTRY AND THEIR DYNAMICS // Science technology&Digital finance, Vol. 1 No. 4 (2023) (53-64) https://supportresult.uz/index.php/stdf/article/view/sstn
20. Saitov S. A., Xaydarov B. X., ТЎҚИМАЧИЛИК САНОАТИ РАҚОБАТБАРДОШЛИГИНИ ОШИРИШ МУАММОЛАРИ // "ЛОГИСТИКА ВА ИҚТИСОДИЁТ" илмий электрон журнали. -ISSN 2181-2128, 2021-yil. IV СОН. 2021

Department of Economics and tourism of Jizzakh branch of the National University of Uzbekistan named after Mirzo Ulugbek
6.12.2024