

Specific Aspects of Human Resource Management in Agroclusters

Kobulova Mahpubahon Yakibovna

Senior lecturer of the Agricultural economics department of Andijan Agriculture and Agro-technologies Institute, Uzbekistan

Abstract. *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, consequently, the achievement of 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.*

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

Introduction. 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. 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"².

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 population³.

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

¹ President Of The Republic Of Uzbekistan Mirziyoyev's appeal to the Supreme Assembly on the most important priority tasks for 2019 year 28.12.2018 y

² А.В.Ткач. Сельскохозяйственная кооперация. Учебное пособие. –М.: Дашков и К0, 2006.-135-136 с.

³ В.А. Кундиус. Экономика агропромышленного комплекса. Учебное пособие.–М.: КНОРУС, 2010.-77 с.

⁴ R Khakimov. Economy of agro-industrial complex. The textbook. - Т.: TSEU, 2009. - 19 b.

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.

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 European Commission further supports the development of the cluster on the territory of the Union.

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 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"⁵.

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 Uzbekistan⁶.

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 employment⁷.

⁵ President Of The Republic Of Uzbekistan Mirziyoyev's appeal to the Supreme Assembly on the most important priority tasks for 2019 year 28.12.2018 y

⁶ Decree of the President of the Republic of Uzbekistan Shavkat Mirziyoyev dated February 7, 2017 No PF-4947 "On the Action Strategy for the further development of the Republic of Uzbekistan"

⁷ Decree of the President of the Republic of Uzbekistan Shavkat Mirziyoyev dated February 7, 2017 No PF-4947 "On the Action Strategy for the further development of the Republic of Uzbekistan"

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.

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. 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. President Of The Republic Of Uzbekistan Mirziyoyev's appeal to the Supreme Assembly on the most important priority tasks for 2019 year 28.12.2018 y

2. Decree of the President of the Republic of Uzbekistan Shavkat Mirziyoyev dated February 7, 2017 No PF-4947 "On the Action Strategy for the further development of the Republic of Uzbekistan"
3. А.В.Ткач. Сельскохозяйственная кооперация. Учебное пособие. –М.: Дашков и К0, 2006.- 135-136 с.
4. В.А. Кундиус. Экономика агропромышленного комплекса. Учебное пособие.–М.: КНОРУС, 2010.-77 с.
5. Qobulova Maxpubaxon Yakibovna. Effective use of human resources in the development of agro-industrial integration. Journal of “Iqtisodiyotda innovatsiyalar”. ISSN 2181-9491. №8 (2020). 86-94-бет. <http://dx.doi.org/10.26739/2181-9491-2020-8>
6. Қобулова Махпубахон Якибовна. Агросаноат интеграциясини ривожлантиришда кадрлар салохиятидан самарали фойдаланиш. “Иқтисодиётда инновациялар” журналі. ISSN 2181-9491. №8 (2020). 86-94-бет. <http://dx.doi.org/10.26739/2181-9491-2020-8>
7. М.Я.Қобулова. Қишлоқ хўжалиқ тармоқлари интеграциясини ривожлантиришда инсон капиталидан самарали фойдаланиш. ISSN 2091-573 X Хоразм маъмун академияси ахборотномаси-10/2020,илмий журнал.-№10(67) 72 бет. <http://mamun.uz/uz/page/56>
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>.