

## **Innovative Ways to Improve Human Resources**

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**Abstract:** The article discusses innovative ways to improve human resources. Research has also been conducted on the significance of soft and hard skills in human resources. Attention is also paid to important aspects of the influence of time and space on the development of human resources. The article emphasizes the need to develop human capital in service enterprises through modern new technologies. The influence of time and space on the improvement of human resources is also highlighted.

**Keywords:** Human resources, skills, education, strategy, economy, personnel, team, innovation, innovative approach, resources, artificial intelligence, qualifications, system, KPIs, modern approaches.

**Introduction.** In today's era of globalization, the improvement of human resources for organizations and enterprises is one of the important issues. According to research, it has been proven that investments in human capital can increase the efficiency of organizations by 20-30%<sup>1</sup>. Increasing the efficiency of human capital, forming qualified and highly experienced personnel is the key to the success of the organization. Therefore, innovative approaches play an important role in human resource management. It would be more accurate to say that modern technologies are becoming an important tool in human resource management. Let's illustrate this with some examples:

- Through artificial intelligence and automated systems - it will allow for the selection of personnel, acceleration, and improvement of the efficiency of professional development processes. According to research, artificial intelligence accelerates HR processes by 40%.
- Through cloud technologies - the development of a remote work system will allow employees to work from anywhere. According to statistics, in 2021, companies that switched to cloud technologies increased their productivity by 25%.
- Through Big Data and analytics - analyzing the state of the workforce helps to effectively distribute resources.

**Literature review.** Sh.U. Kayumova's article analyzes modern approaches and methods used in the effective organization of the human resource management process. The effectiveness of human resource management is assessed based on indicators covering such important aspects as

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<sup>1</sup> McKinsey, "Investitsiyalar tahlili" 2023

human resource potential, labor productivity, the effectiveness of the motivation system, and the level of achievement of the organization's strategic goals. The article examines the main principles used in organizing the human resource management process, their practical significance, and the advantages of analytical approaches using the example of the Treasury Service of Tashkent region. During the study, recommendations were developed for improving the personnel management strategy, introducing modern technologies, and developing a motivation system, which are important for increasing the effectiveness of human resource management. It is stated that the results of this study can be used as practical assistance in making strategic decisions aimed at more effective organization of human resource management processes and development of the organization's activities<sup>2</sup>.

M.Khomidov highlights the importance of introducing innovations into industry in the Republic of Uzbekistan and its role in the development of the economy, the path to the well-being of society today. In addition, practical approaches are considered to bring innovative processes to a new level. How innovative approaches to the digital economy are manifested in practice at the international level, as well as the measures that should be implemented in this direction in our country, were studied<sup>3</sup>.

In the article of Sh.Yarmatov, the development and study of such an economic category as human capital, the creation and formation of an innovative environment at the level of the regions of the country to achieve accelerated development and sustainable growth of the national economy, the decline in attention to human capital, a sharp decline in efficiency due to disruptions in the education system, the presence of existing problems in the formation of a low indicator of return on invested capital are analyzed in detail both theoretically and practically. Important conclusions and proposals for increasing the effectiveness of investments in human capital are also presented<sup>4</sup>.

**Research methodology.** The main goal of this research is to determine ways to improve the human resource management system based on innovative approaches in modern economic and technological conditions. Within the framework of the study, advanced methods, tools, and organizational and methodological mechanisms serving the development of human resources were studied, and their effectiveness in practice was analyzed. The object of the research is the human resource management system, and its subject is innovative methods and approaches aimed at improving human resources. In order to ensure the scientific validity and objectivity of the research, several methods were used. In particular, the state of human resource management was thoroughly studied using the analytical method based on existing scientific and literary sources, statistical data, and international experience. Through the comparison method, the experience of Uzbekistan was compared with the experience of other developed countries, and mutual differences and similarities were analyzed. In particular, the legislation of the Republic of Uzbekistan, reports of the State Committee on Statistics, materials of international organizations (ILO, OECD, UNDP), scientific articles, monographs and modern textbooks were used. When selecting data, special attention was paid to their relevance, novelty, and practical significance.

**Analysis and results.** Now let's talk about the importance of developing competencies and skills in human resources. Another important aspect of human resource development in an innovative environment is the continuous updating of their knowledge and skills. For this:

- Online education and courses allow employees to improve their skills and acquire new knowledge. It was noted that the productivity of employees trained through various online platforms increased by 35%<sup>5</sup>.

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<sup>2</sup> <https://scientific-jl.com/luch/article/view/342>

<sup>3</sup> [https://www.herald.kokanduni.uz/index.php/public\\_html/article/view/253](https://www.herald.kokanduni.uz/index.php/public_html/article/view/253)

<sup>4</sup> <https://scientific.tues.uz/index.php/BSRTUES/article/view/49>

<sup>5</sup> Harvard Business Review, 2022

- Mentoring programs - help young personnel in their professional development as a result of the guidance of experienced specialists. According to research, employees who participate in mentoring programs develop 20% faster in their professional areas.
- Internal training and discussions within the enterprise - increase employee learning opportunities during the work process.

The effectiveness of employees largely depends on the work environment. Thanks to innovative approaches, it is possible to create a comfortable working environment. In this case, flexible working hours serve to adapt to the individual needs of employees and increase their work efficiency. Studies show that more than 80% of employees working with a flexible work schedule are satisfied with their workplace<sup>6</sup>. Creating a creative environment means enabling employees to put forward new ideas. A competitive incentive system helps increase employee motivation by providing appropriate incentives for their work. According to the data, in enterprises with a good reward system, employee loyalty increases by 50%. Corporate culture is also important in the process of managing human resources through an innovative approach. Including:

Development of collective cooperation - the formation of effective communication and teamwork.

- Taking into account employee feedback helps to improve the internal environment of the organization and introduce innovations.

**Conclusion.** Improving human resources plays an important role in increasing the efficiency and ensuring the competitiveness of organizations. Through innovative technologies, professional development, the creation of a flexible work environment, and the development of corporate culture, it is much easier for organizations to achieve their goals. Studies show that enterprises that invest in human capital achieve an average of 25-35% higher income. Therefore, the use of modern approaches should be a priority for every enterprise and organization.

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<sup>6</sup> Deloitte, 2023