

The Essence and Formation of “Human Resources”

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Annotasiya:

Ushbu maqolada inson resurslarining mohiyati-mazmuni, uning turli talqinlari tahlil qilingan. Inson resurslarining shakllanishi bu jarayondagi murakkablik va unga ta’sir ko’rsatuvchi omillar o’rganilgan va o’ziga xos mualliflik yondashuvlari ilgari surilgan.

Kalit so’zlar: Inson resurslari, rivojlanish, aholining faol qismi, jismoniy va aqliy qobiliyat, yoshlik, o’smirlik, moddiy resurslar, rivojlanish omili, Ishchi kuchi, moddiy va ma’naviy ehtiyojlar, mehnat salohiyati, inson omili, inson kapitali.

The development of societies is often determined by the number and quality of the population. Most of the population of our country depends on labor productivity, production efficiency, service power, knowledge, and skills. Naturally, the active part of the population is made up of able-bodied people. Of these, the period of working capacity includes the defined period of a person's age, and working capacity means a high level of mental and physical ability. The active part of the population is called human resources.

The period of development of a person is related to his physical and mental abilities, it develops and grows during youth and adolescence, and when it reaches its peak, it declines and disappears. The age of ability to work changes due to external influences. Due to the social and economic effects, this is an average of 30-50 years in our society. Currently, the lower limit of the ability to relate to work is 16 years old in our society. In some countries, this limit is 14-15 years old, and in others it is 18 years old. The upper limit of the ability to work in most countries is as follows for representatives of both sexes. 65 years for men (USA, Sweden) and 60 years for women (Germany, England, France) are defined as follows. In Uzbekistan, this limit is 60 years for men and 55 years for women. The working age limit also depends on the average life expectancy.

The development of a country in any period is measured by the following, on the one hand, it consists of material resources (raw materials, equipment, etc.) and on the other hand, human resources, that is, employees with strong expertise and knowledge. In other words, human resources, which are part of the country's population, appear as a factor of economic development along with material resources. However, these factors differ from each other depending on their characteristics. Human resources are related to the concepts of labor force, labor potential, human factor, and human capital.

The concept of “labor force” (English: Labor force, German: Erwerb-spersonenpotenzial) is the sum of human and physical abilities and is the main productive force of society.

The workforce is specific to people who can work. But the labor force is not a person himself or his work, but his ability. At the expense of the national product of society, not only the material factors of production but also the personal factor, i.e. labor force, are reproduced.

The amount of the labor force is expressed by the part of the country's population capable of working, and it is also called the labor force resources. The main criterion for the inclusion of a person in the labor force resources is his age and ability to work.

If we look at the history of the term “workforce”. It has been used since the beginning of the 20th century until now. It embodies the mental potential, abilities and qualities of a person in its structure. A process that can be used as a producer in the labor process means a production process.

The concept of “labor resources” has been in use since the 20s of the 20th century until now. According to this economic category, a person is considered a passive object of external management and is reflected as a plan-accounting unit. That is, the factor of creation arose from the need to measure the indicators of labor force reproduction in the conditions of centralized planning of economic management.

The concept of “labor potential” has been in use since the 70-80s of the 20th century until now. In it, the needs and interests of a person in the field of work arise as a subject. As a coping factor, the personal factor comes from the need to activate and effectively use their capabilities.

The concept of “human factor” has been used since the 90s of the 20th century. Man is the main driving force of social production.

“Human capital” (eng. human capital) is a collection of knowledge and skills used to meet the various needs of a person and society as a whole. This concept has been used since the early 90s of the 20th century. Human capital is a stock of knowledge, skills, abilities and reasons formed as a result of investments, which reflects the physical, mental and psychological qualities and abilities of a person. And, a person serves as the most effective point of realization of his knowledge, realizes the development of production using his intellectual knowledge.

The concept of “human resources” appeared at the end of the 20th century. During this period, the need for strong specialists in large-scale enterprises began to increase. Efforts to plan retraining of specialists and find ways to use them effectively have intensified. Enterprises began to allocate large sums of money to improve the skills of each employee. The composition of the workforce and the demands placed on it increased. Workers have become more flexible, prone to various benefits, professional training and desire to participate in computerized production. The acceleration of science and technology development has also made radical changes in the economy. Man has become the controller and regulator of technological processes. He began to be required to acquire new knowledge, improve professional skills, independent thinking, creative activity and initiative.

Human resources are people. A person not only creates material wealth but also consumes it. People are not the same in terms of their material and spiritual needs. Their gender, age, health, family

status, education and other social and psycho-physiological qualities are the reason. Therefore, one is not like the other. In the process of work, important needs of people are fulfilled, but not all needs are fulfilled. Therefore, to use human labor effectively, it is important to remember his requirements as a person. In other words, rapid increase in income and successful development in the economy requires that the operation of a complex economic mechanism is determined by the quality of human resources.

Human resources management (Human Resources Management - HRM, or simply HR) is an internal policy or internal complex function of the organization aimed at recruiting, managing and supporting people working here, and all processes and programs affecting human activity are part of HR. is part of

In a narrow sense, human resources management is considered as a part of its strategy, which includes the formation of the necessary personnel structure, the provision of complex goal-oriented activities of the organization (enterprise), as well as the creation of favorable social and psychological conditions for its effective operation. should be released. In this case, effective achievement of the organization's goals and personal interests is ensured by maximally mobilizing professional, creative, intellectual and physical capabilities, creating a comfortable social environment.

The management of human resources of the organization is broader than the content of personnel management activities. In the human resource management process:

- firstly, conditions are created that serve to increase labor productivity;
- Secondly, the high professionalism of personnel meeting the needs of the organization (enterprise) is reproduced;
- Thirdly, the social capital of the organization (enterprise) is formed.
- Human resource management can be viewed from different perspectives:
- as a system of development and implementation of interrelated, well-thought-out decisions on the regulation of labor and employment relations at the organizational level;
- The human component (or employees) of the organization (enterprise) as a direction of management activity considered: one of the most important sources for its successful operation and development, a factor of its efficiency and growth, a means of achieving strategic goals.

The functions of human resources management are closely related to the areas of activity and tasks in the field of human resources management.

Human resource management functions include:

- The person who assumes the main responsibility for human resources;
- Determining the requirements for employees;
- Analysis of problems (is it worth using the services of independent contractors or should they hire their workers?);
- Selection and training of employees;
- The best employees who provide a competitive advantage for the organization;
- The best employees who carry the personal brand and the brand of the organization;
- Customized activity on the payment of benefits to employees;
- Training all employees on standards and personnel policy;

- Creation and maintenance of HRM policy in the organization.

In foreign literature, human resources are called HR (human resources). The main strategic functions of HR:

- Balancing enterprise and business strategy;
- Reengineering of organizational processes;
- Mutual information communication with employees of the organization, change management.

The HR manager is responsible for monitoring organizational leadership and management culture. HR ensures compliance with employment and labor laws, which may vary by location.

Training and development is the next step in the process of continuous development of qualified employees. Motivation is the key to ensuring high productivity of employees. This function may include employee benefits, performance appraisals, and rewards. The last function - service delivery - involves maintaining their loyalty and commitment to the organization.

HRM enables human resource professionals to effectively train new employees. HRM, which emerged as a technology, is now a scientific field that requires the use of ontological descriptions.

Human resources are qualified professionals working in the organization. Human resource management is essentially personnel management and focuses on the employees who are the assets of the enterprise. In this regard, such employees are sometimes called human capital.

Several analyses show that if the mechanisms of formation of general and private human potential are sufficiently developed if the level of human capital and resources is high, the competitiveness of the organization will increase.

The development of people is closely related to the requirements of the enterprise and social relations. "Economy of human resources" considers the active layer of the population, the part with intellectual potential as the main element of social labor relations.

Definition of the concepts of "labor resources" and "labor potential" representing human resources consists of the following:

- Formation of human resources and labor potential under the influence of social, economic, and demographic factors;
- Use of human resources and labor capacity;
- To support the need for the formation of human resources and their use;
- Increase in requirements for the use of human resources in market relations and economic reforms in society.

The use of human resources in our country has its indicators for every enterprise. It is related to the reproduction of the labor force in society. "Formation of human resources" usually means continuous renewal of human resources.

Currently, Uzbekistan has its labor potential. In 1997, labor resources, which form the basis of human potential, made up 48.7% of the entire population. Since then, this reserve has been increasing by 210-220 thousand people every year, and by 2004 they made up 55.8 percent.

The formation of labor reserves is primarily determined by the age and sex composition of the population. Its change is reflected not only in labor reserves, but also in the economic development of society. One of the most important results of the change in the age and sex composition of the population is the change in its working age. Changes in the relative and absolute indicators of the

population of working age have a great impact on the formation of labor resources and, through it, on the pace of economic development of the country.

The age structure of the population in our country directly affects the process of human resource renewal. Because the processes of birth and death are inextricably linked with the age of the population. Labor activity of the population begins to increase from the age of 18-19, in backward countries from the age of 10-14. Research shows that there is an inverse relationship between a person's educational level and his relatively low youth employment.

It can be noted that not only the amount but also the composition of the material goods consumed by a person changes with the change of age. If we define the average consumption as 100%, then the consumption of a child aged 10-14 years is 82%, that of a person aged 30-39 is 129%, and that of a person aged 60-64 is 70.9%. defined by As the age changes, the labor productivity of the person also changes. Physiological characteristics of the organism play a key role in this. If we approach from the economic point of view, it is important to divide the population into groups according to working ability. In Uzbekistan and most countries of the world, the population is divided into three groups. Including:

- Under working age;
- Working age;
- After working age.

Determining the age limits of the population is the main problem in dividing the population into groups. Separation of legally based and practical age limits plays an important role in solving this issue. The working age limit is determined by the state. It takes into account not only the biological characteristics of the human organism but also the social and economic conditions in the country, that is, the level of economic development, the lifestyle of the population, the state of the general, special and higher education system, the average life span, etc. Based on these, the population can be divided into 5 age groups.

1. Children (0-14 years old) - most of them do not participate in the labor process, but they determine the labor potential in the future.
2. Teenagers and young people (15-24 years old) - a certain part of this group is employed in several sectors and sectors of the economy, and a certain part continues to study after graduating from school.
3. The average 25-30-year-old working-age society covers the main part of the population. But not all of them are employed in the economy, among them are the majority of mothers with young children and women.
4. People from 60 to 70 years old. Most of them are retired, and very few continue to work. But many of those who continue working at this age retire due to old age.
5. Part of the population aged 70 and older. All of them are removed from work. Economic activity begins at the age of 15-19, ends at the age of 65-69, and reaches its peak at the age of 30-44. [4]

To sum up, the most important indicator of the potential of human resources is the basis of labor reserves, which is the population of working age. Our country has very large labor reserves. According to the data, the share of the working-age population in the republic was 50.2% in 2000, and according to the data of January 1, 2024, it is 56.3%.

According to him:

- 11.8 million People under the working age (32.1%)
- People of working age - 20.7 million people (56.3%)
- 4.3 million People over working age (11.6%)

One of the important problems related to the employment of the population in the Republic of Uzbekistan is to ensure the proportionality of human resources in terms of quantity and quality.

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