

Causes of The Emergence of Corruption, Economic Consequences and the Legal Basis of the Fight Against Corruption In Uzbekistan

Jumayev Uchqun Nizomiddinovich

Senior teacher of Public Safety University of the Republic of Uzbekistan

Xikmatov Amir Raxmatullayevich

Cadet of Public Safety University of the Republic of Uzbekistan

Yakubov Temur Farxodovich

Cadet of Public Safety University of the Republic of Uzbekistan

Yuldashov Asadbek Mansurovich

Cadet of Public Safety University of the Republic of Uzbekistan

Abstract:

this article discusses the causes and economic consequences of corruption. In addition, regulatory and legal aspects of international cooperation in the fight against corruption have been revealed. In addition, the legal basis of the fight against corruption in Uzbekistan was mentioned.

Key words: corruption, underground economy, law, money, crime, inflation, economic consequences, legalization.

Introduction

There are differences in the economic nature and legal evaluation of corruption, and economically, it happens because it does not comply with the rules of the free market. In this relationship, the interests of all corrupt groups are aligned. Because there is a demand for the service of the official, he sells it. We consider it expedient to make a comparative analysis of these categories in terms of both the content and the theoreticalbasis in terms of research goals and objectives. Here the bribe is in the form of Khufyona service fee. Bribery also has a market attitude, but it is not recognized by society because it is an attitude subordinated to narrow egoistic interest, because the realization of the interests of some individuals or groups is at the expense of the interests of others. Therefore, it is not accepted by society, and as a result, it takes on a secret character.

Injustice is the most serious situation that puts a person in a difficult situation and oppresses him spiritually. One of its roots is related to corruption, which is expressed in the illegal use of a person's position or service position for the purpose of personal interests or the interests of other persons, and the illegal presentation of such a position.

Corruption - affecting the economic, social and political spheres of the country, weakening the control function of the country in the economic sphere, non-functioning of competition mechanisms, leading to the violation of property rights, increasing the prices of goods and services, social stratification of the people in the social sphere, discrediting the principle of the rule of law, and in the political sphere, it leads to the loss of people's trust in the government. When a person experiences these feelings, he evaluates other people's behavior or mental characteristics and his own behavior based on a certain morality, that is, a set of social morals and norms.²

Today, the fight against corruption is being carried out on a legal basis in Uzbekistan. The President pays special attention to work based on the principles of social justice, ensuring the rule of law, preventing various crimes, and strengthening preventive measures in this regard. In the Strategy of Actions on the five priority areas of development of the Republic of Uzbekistan in 2017-2021, ensuring the rule of law, fundamental reform of the judicial system is defined as one of the important directions, and the national legislation on fighting corruption is being improved. is a bright example of measures in the field.

Since corruption appears as an economic phenomenon, it is necessary to find its economic roots. These roots are in money relations themselves. Money is a universal means of payment, it is accepted for all transactions, money is a symbol of wealth, the most convenient form of wealth accumulation. It is safe to keep money, it can be accumulated as much as you want. Money is the most liquid asset. Liquidity is provided by the value of money. It allows you to establish invisible financial relationships. Since the liquidity of money is important, hard currencies are used for bribery because their value is stable and can serve as a means of accumulation. Money is a product of market relations, so the development of money relations feeds corruption.

There is no doubt that corruption as a negative phenomenon threatens security, so government agencies and public organizations have been fighting against it. However, corruption has not been eradicated

¹ Usmonjon o'g, A. U. B., & Nodirjonovich, S. S. (2021). THE ECONOMIC MECHANISMS AND IMPLEMENTATION OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP. *Academicia Globe: Inderscience Research*, 2(05), 427-431.

² Baxodir oʻg, G. I. F., & Abdullo oʻgʻli, M. I. (2022). SOCIO-PSYCHOLOGICAL CHARACTERISTICS OF PERSONALITY EMOTION. Vital Annex: International Journal of Novel Research in Advanced Sciences, 1(3), 1-12.

in any country of the world, even in the highly developed countries. Society can limit corruption and bring it to a level where it does not pose a great danger. In order to develop and implement measures to combat it, it is necessary to know which sector is corrupt and to what extent. Team mood-a complex of emotions that arise in team members in relation to this or that phenomenon, team mood has a huge power of influence, which is the motive for the behavior and activity of military personnel. While some types of Team mood (passion, confidence in success, high spirits) are factors in its success, others (bad mood, distrust of one's own strength, boredom, sadness and dissatisfaction), on the contrary, reduce the capabilities of the team.³

Corruption is dangerous because it causes social inequality, increases the cost of doing business, reduces the competitiveness of the national economy, and causes political instability to a certain extent. World experience shows that at the beginning of the 80s of the last century, corruption, combined with poor management of the economy, led to the insolvency of an oil-rich country like Venezuela.

Laws need to work well to curb corruption. Good functioning of laws determines their legal effectiveness. This indicator was equal to 2.0 in Uzbekistan in 2001, which is an average indicator compared to other countries. Hungary, Romania, Poland, Bulgaria, the Czech Republic, and Estonia are among the countries with the highest rate, equal to 4.065.

Administrative corruption refers to deliberate violations of the law enforcement process. This type of corruption is measured by the share of the income of firms and companies spent on bribes.

In Eastern European countries, this figure was on average - 2.2 percent (in Hungary - 1.7 percent, in Poland - 1.6 percent), in the CIS - 3.7 percent (in Russia - 2.8 percent).

There are various forms of corruption, ranging from taking bribes to embezzlement of public funds by an official. The most common and widespread form of corruption in business is illegal payments and demand for bribes in connection with import and export licenses, exchange control, tax assessments, concessions, loans.

In the second decade of the 21st century, the economies of more than 200 countries were united, and the goods and services created by them amounted to 78.9 trillion in 2018. amounted to US dollars. The Executive Director of the International Monetary Fund, Christian Lagarte, in his essay "a frank speech on corruption" provides the following information: According to the results of the IMF 2018 the total volume of corruption is 1.5-2 trillion. Estimated in US dollars. Bribery accounts for 2 percent of the world's GDP. According to K.Lagart, a holistic and multifaceted approach is necessary to fight against corruption, and its most important component - a strong institution of power - should be combined with professional and sufficiently independent personnel of the public service. At the same time, Lagarte was forced to pay attention to this topic by the fact that corruption is a very urgent and sensitive issue. In recent global polls, corruption is "a topic that is more discussed by the public than poverty and unemployment," he writes. In his opinion, if we take into account that poverty and unemployment are a sign of chronic corruption, there is no need to prove the urgency of this problem. There are a number of effective ways to manage conflict situations. They can be divided into the following large group.⁴

Broadly speaking, corruption is the act of abuse of official powers and positions by officials for personal and group interests. In the last quarter of the 20th century, the threat of corruption to healthy social

⁴ Dilmurod oʻgʻli, Q. B., & Usmon oʻgʻli, M. R. (2022). Conflict and Stress Management. *Nexus: Journal of Advances Studies of Engineering Science*, *1*(3), 10-15.

³ Said oʻgʻli, S. S., & Abdurasul oʻgʻli, R. S. (2022). Psychological View of the Military Community. Pioneer: Journal of Advanced Research and Scientific Progress, 1(2), 5-12.

relations began to be talked about more, first at the national level, and then at the international level. It began to be studied not only as a legal, but also as a social, psychological and political concept.

Corruption is a negative social phenomenon that has its own psychological basis and develops under the influence of socio-economic, legal and political factors.

The historical processes reflected in the pursuit of social development of foreign countries in the second half of the last century show that the effectiveness of the reforms implemented in the countries is primarily based on the adherence to the goals of the forces that came to power, democratic requirements, choosing the optimal ways of management, and successfully fighting corruption. depending on whether he was able to go. If there is no positivity in any of these, this situation has a negative impact on the reforms of the countries towards social development.

Transparency International (TI) international non-governmental organization has conducted research on the corruption of countries since 1995, and the rating indicators of the level of corruption of the countries identified in the surveys indicate that the countries that were previously ranked in terms of non-corruption mostly developed, democratic countries. Countries with the highest level of corruption are mainly former socialist countries and countries with undemocratic governance, including African and Asian countries with dictatorships and authoritarian regimes, such as Honduras, Cameroon, Nigeria, Kenya, Tanzania, and Paraguay. , Uganda and some CIS countries.

Corruption not only causes some countries to remain backward, but also has a negative impact on international relations. Its social danger, destructive effect on any relationship is also observed in the activities of international organizations. Some types of psychotherapy can help a person learn what defense mechanisms they are using, how effective they are, and how to use less primitive and more effective mechanisms in the future.⁵

Considering that corruption can pose a serious threat to the national development and stability of countries, the United Nations has adopted a number of documents recognizing it as an international evil that is increasingly worrying not only the national but also the international community. The Global Anti-Corruption Program was announced within the framework of the UN. This program is aimed at helping the implementation of national anti-corruption programs and raising the risk of corruption in countries, forming the psychology of non-selling in public servants, and strengthening legitimacy. In the program, great attention is paid to openness and accountability in purchasing products for state needs and in international economic transactions. In 1990, the UN adopted a special resolution called "Corruption in Public Administration". In 1996, the resolution "Fighting Corruption" called on the states to seriously examine the aspects of corruption related to international relations, especially the illegal transactions that occur in the implementation of international economic activities of corporate organizations. There is also the UN Declaration on Combating Corruption and Bribery in International Trade Operations. The principles of the activities of public officials were defined in the International Code of Ethics of State Officials approved by the 1996 UN resolution. Among the terminological predilections that have developed in science, despite all the imagery of concepts: hidden, underground, informal, illegal economy, the term "shadow economy" still remains popular, which is one of the most significant and relevant topics of our time.⁶

The above-mentioned UN documents reflect the recommendations on the international nature of

⁵ Furqat oʻgʻli, M. T. (2022). THE MECHANISM OF PSYCHOLOGICAL PROTECTION IN A PERSON. *Vital Annex: International Journal of Novel Research in Advanced Sciences*, *1*(3), 13-19.

⁶ Абдуллаева, М. (2021). Теневая экономика, её влияние на экономическую систему. in Library, 21(4), 86-101.

corruption and the means and methods of combating it. The Transnational Organized Crime Convention, adopted by the UN in 2000, reflects the fact that corruption is a crime of a transnational nature and the obligations of the countries that have joined the Convention in combating it, as well as comprehensive anti-corruption measures.

Lagarte believes that it does not take several generations to overcome corruption. He cites the examples of a number of countries that have made significant progress in solving this problem in a short period of time, namely the recent fight against corruption in Indonesia and the famous experience of Singapore under the Prime Ministership of Lee Kuan Yew. In this regard, when Lee Kuan YU was asked about the success of the fight against corruption, he said: "I deprived my friend of his freedom for what he did, and the rest figured it out by themselves." In such a situation, the people of the society concluded that "it means that he has decided to seriously fight against corruption". Corruption causes poverty, which destroys people's confidence in the future. Corruption creates income inequality, and the population is sharply stratified. Among non-governmental international organizations in the fight against corruption, Transparency International (Transparency International) has been carrying out a number of organizational activities to fight against this evil in the activities of countries and international organizations. The organization was founded in 1993 and is headquartered in Berlin. The founder and chairman of the organization is Peter Aygen, who worked in the management of the former World Bank. Peter Aigen's previous work at such a large financial organization helped Transparency International determine the level of corruption in countries around the world and it can be said that he had a special motivation to oppose the phenomenon of corruption. According to many researchers and heads of international organizations, Transparency International is considered a highly reputable expert organization in the field of corruption. The organization has been monitoring the corruption of countries in the world for several years. In the first situation, the psychological properties of the subject's behavior appear as the initial and final conditions of the explanation, and in the second - external and operational conditions. In the first situation, we talk about motives, needs, goals, wishes, interests, etc., and in the second - about incentives arising from the situation. Sometimes all factors that determine human behavior from the inside are called personality dispositions. Accordingly, dispositional and situational motivations are spoken of as internal and external analogs of behavior determination. That is why the desired action of a person is considered as twofold: dispositional and situational determination.⁷

According to the results of the monitoring, Transparency International annually publishes a unique rating reflecting the level of corruption of countries called the Corruption Index. In addition, Transparency International is engaged in wide dissemination of best practices in the fight against corruption. Many experts admit that the corruption index published by this organization reflects how "dirty" a particular society is. In order to determine a country's corruption index, the organization first collects extensive and reliable information about corruption in the country.

It can be said that injustice is the most difficult situation that puts a person in a difficult situation and oppresses him. One of its roots is related to corruption, which is expressed in the illegal use of a person's position or service position for the purpose of personal interests or the interests of other persons, and the illegal presentation of such a position. The Ministry of Innovative Development was created, the main the directions of which are: the introduction of innovations in state and public construction; in the sector of the

555

_

⁷ Diyorbek O'tkir o'g, A. (2022). Personal Activity and Motivation. *Pioneer: Journal of Advanced Research and Scientific Progress*, *I*(2), 13-22.

economy; Agriculture; social development; system of environmental protection and nature management; initiation, coordination and stimulation introduction of advanced technologies.⁸

Today, the fight against corruption is being carried out on a legal basis in Uzbekistan. The President pays special attention to work based on the principles of social justice, ensuring the rule of law, preventing various crimes, and strengthening preventive measures in this regard. In the Strategy of Actions on the five priority areas of development of the Republic of Uzbekistan in 2017-2021, ensuring the rule of law, fundamental reform of the judicial system is defined as one of the important directions, and the national legislation on fighting corruption is being improved. is a bright example of measures in the field. There is a specific basis for the division of group members with "conflict-of-regulation relations" related to the hierarchy within an unregulated group. These are, for example, the time spent in a group, age, gender, place of residence before entering a social organization, etc. In this case, the object of —relations contrary to the charter" is a person who does not accept the existing hierarchy or does not achieve informal status in the group, allowing him to take an equal position with the rest of the group.

On January 4, 2017, the Law of the Republic of Uzbekistan "On Combating Corruption" came into force. In order to fully and effectively ensure the implementation of this law, the decision of the head of our state on February 2, 2017 "On measures to implement the provisions of the Law of the Republic of Uzbekistan on Combating Corruption" accepted.

The state program for 2017-2018 in this direction was adopted on the basis of the decision of the head of our state on measures to implement the provisions of the law of the Republic of Uzbekistan on fighting corruption adopted on February 2 of this year. done. A republican interdepartmental commission to combat corruption was established.

This commission organizes the development and implementation of state programs and other programs in the field of combating corruption. Coordinates and ensures cooperation of the bodies and organizations that implement and participate in anti-corruption activities. It is the development and implementation of measures to raise the legal consciousness and legal culture of the population, to form an uncompromising attitude towards corruption in the society.

It ensures the effectiveness of measures to prevent, identify, and put an end to corruption-related offenses, eliminate their consequences, and the causes and conditions that enable them.

The First President of the Republic of Uzbekistan, I. Karimov, in his work "Uzbekistan on the threshold of the 21st century: threats to security, conditions of stability and guarantees of development" mentioned the security threats posed by corruption and crime. It is emphasized in the work that from a political point of view, corruption is an expression of resistance to the ongoing reforms. The rise of crime and corruption in the country undermines the constitutional foundations of the state, seriously violates the rights and freedoms of citizens, undermines the moral and ethical foundations of society, destroys the civil status of society members. Strict stratification within the group is associated with the conditions for the existence of closed communities: firstly, the group is faced with the need to solve most of the problems that arise with its resources, and secondly, the group is deprived of the opportunity to redirect. negative

⁸ Абдуллаева, М. (2021). Роль государства в управлении инновационными процессами: международная практика, опыт Республики Узбекистан. in Library, 21(1), 14–17.

⁹ Olimjon oʻgʻli, O. O., & Shuxrat oʻgʻli, Z. I. (2022). The Main Features and Signs of "Relations Contrary to the Charter" (On the Example of Russian Experience). Web of Scholars: Multidimensional Research Journal, 1(5), 17-21.

emotional stress accumulated from the outside. 10

- Today, in our republic, with a deep understanding of the negative impact of corruption on the country's economy, systematic work is being carried out to combat it. In particular, by the decision of the President of the Republic of Uzbekistan dated February 2, 2017 No. PQ-2752, the Law of the Republic of Uzbekistan "On Combating Corruption" was adopted. In order to ensure the effective implementation of this law, timely and high-quality implementation of measures to prevent corruption in all spheres of society and state life, the "2017-2018 State Anti-Corruption Program" has been approved. "Republican inter-departmental commission to fight against corruption" was established. According to the data of this commission, 1130 criminal cases were initiated against 1566 officials suspected of corruption in the first half of 2017 alone. 954 criminal cases against 1442 officials were sent to judicial authorities. This indicator decreased by 23% compared to last year, and the number of initiated criminal cases decreased by 22%. Also, 77 percent of the damage caused by corruption crimes was recovered. As can be seen from the above figures, there are many issues that need to be resolved in the fight against corruption. In order to achieve practical results, we believe that it is necessary to pay attention to the following aspects of the fight against corruption:
 - to further improve the legal basis of fighting corruption;
- ensuring in practice the principle of inevitability of responsibility for committing corruption offenses;
- further improvement of the practice of conducting anti-corruption expertise of draft normative-legal documents; These are just a few advantages of the digital economy. The development of the digital economy has a positive effect on our daily life, provides many additional opportunities for the average user, and can also ensure the growth and development of the market.¹¹
- development and implementation of effective measures aimed at preventing corruption in all spheres of state and public life;
 - ensuring effective market competition;
- control of economic instability. This is first of all manifested in inflation, that is, due to the devaluation of money, which causes state and local government officials to look for any resources.
 - establishment of broad public control over officials of state bodies.

The expected end result of all such efforts in our country is the elimination of injustice in the society.

As the President of the Republic of Uzbekistan Sh.M. Mirziyoyev noted, our current tax policy and the new Tax Code, which is its legal basis, should provide for the encouragement of honest and honest taxpayers, and the punishment of those who work in secret. Therefore, on October 30, 2018, the Decree of the President of the Republic of Uzbekistan No. PF-5564 "On measures to further liberalize trade and develop competition in commodity markets" was adopted, according to which, in 2019 Starting from January 1, a special procedure for licensing wholesale trade and taxing trade enterprises; a special procedure for keeping an account of revenues from the sale of certain types of excise goods (cars, vegetable oil, etc.) and using them. Upon completion of the search work, the author analyzed selective publications that touch upon both the problems of conceptualizing the digital economy as a complex socio-economic phenomenon

¹⁰ Ravshanjon oʻg, J. R. M., & Rustam oʻgʻli, S. U. (2022). Socio-Psychological Reasons for the Origin of "Relations Contrary to the Charter". *Web of Scholars: Multidimensional Research Journal*, 1(5), 22-28.

¹¹ Usmonjon oʻg, A. U. B., & Obidjon oʻgʻli, A. O. (2023). Content, Positive and Negative Characteristics of the Digital Economy. INTERNATIONAL JOURNAL OF BUSINESS DIPLOMACY AND ECONOMY, 2(5), 230-235.

and its differences from other concepts and categories, and applied aspects of the digital economy, including the introduction of appropriate technologies. ¹²

- the requirement to obtain a permit for mobile trade;
- sanctions for late receivables in relations with counterparties of enterprises with a state share of less than 50 percent;
- the requirement to make a 15% advance payment in the domestic market for contracts with enterprises with a state share of less than 50% was canceled.

In the new tax system, a number of innovations regarding the legalization of informal activities have been introduced. In particular, the profit tax was reduced from 14% to 12%, and it was determined that it will be paid only when the entrepreneur receives income.

In order to reduce informal employment, a single tax rate of 12% was introduced instead of the income tax of up to 30%, and the insurance contribution of 8% was completely abolished. The single social tax rate, which is a heavy burden on the shoulders of business, has been reduced from 25% to 12%.1 Also, fixed tax rates for individual entrepreneurs have been reduced to 30%.

In this regard, certain practical works were carried out in 2018, based on the instructions given by the President of the meeting on April 17, 2018, on improving the accounting system in economic sectors, debtor-creditors, including the reduction of debts to the budget. According to the information of the State Tax Committee of the Republic of Uzbekistan, during 2018, 1881.1 billion funds were collected in the amount of soums, and this indicator is 1134.4 billion soums compared to the corresponding period of last year (746.7 billion soums), an increase of soums was achieved, and 2.5 trillion of 11.2 thousand debtors. assets worth soums, of which 1441 buildings and structures, 1618 vehicles and 11063 other types of property were confiscated. In accordance with the President's Decree No. PF-5490 of July 27, 2018, individuals who lost the status of individual entrepreneurs until April 1, 2018, individual entrepreneurs who stopped their activities, with entrepreneurial activities without state registration financial fines, fixed tax and calculated fines applied to individuals engaged in tax debt write-off in cases where these individuals resume their activities or are registered with the state, 664.1 billion of 111.6 thousand citizens . it was determined that the tax debt of 100000 soums will be written off by them until January 1, 2019. Today, 27.4 thousand citizens will recover 471.2 bln. tax debt of soums was written off. The main goal of this is that our citizens are interested in paying taxes on time, not avoiding taxes, encouraging honest and honest tax payers, and punishing those who work in secret, to ensure the same fair tax regime for everyone. consists of introduction. In the light of all these trends, the concepts of "digital economy" and "knowledge economy" are becoming inseparable. Science and the new knowledge it produces are the central core on which almost all aspects of the modern economy are "strung", based on the scientific and technological paradigm - general principles and standards of development based on innovative sources of growth associated primarily with the use of breakthrough results of fundamental and applied research. This paradigm includes the widespread use of the most modern methods and technologies for research and development, including on a digital basis. 13

These opportunities will help entrepreneurs to work honestly and create more jobs. As the President said, these benefits will serve as the only way to create more favorable conditions for doing business and

¹² Абдуллаева, М. (2020). Теоретические аспекты определения, развития цифровой экономики и её зарождение в Республике Узбекистан. in Library, 20(3), 21-27.

¹³ Абдуллаева, М. (2020). Дистанционное обучение: мировая практика, достижения, риски, перспективы. in Library, 20(4), 231-235.

end the "hidden" economy.

Conclusion

In conclusion, it should be said that corruption is not a phenomenon that manifests itself in only one form, it covers various political, economic and social aspects of society. There are various forms of corruption, ranging from taking bribes to the misuse of public funds by an official. It is the responsibility of the responsible persons of each state body, as well as each of us as citizens, to prevent the origin of corruption, to ensure the timely execution of laws, and to take measures to prevent situations that cause corruption, it is our duty.

In short, preventing clandestine activity and turning it into open activity ensures the security of the country's economy and creates an opportunity for sustainable economic growth.

References

- 1. Usmonjon oʻg, A. U. B., Ergashali oʻg, T. U. A., Sadulla oʻgʻli, Z. S., & Ravshanbek oʻgʻli, Q. A. (2023). Laws and Principles Of Management. Central Asian Journal of Innovations on Tourism Management and Finance, 4(6), 174-186.
- 2. Usmonjon oʻg, A. U. B., Raxmatullo oʻg, T. X. N., Hakimovich, H. P., & Jahongir oʻgʻli, F. J. (2023). Provision of Information to Management. Central Asian Journal of Innovations on Tourism Management and Finance, 4(7), 152-166.
- 3. Azamjonov Ulugʻbek Usmonjon oʻgʻli, Abdurasulov Muhammadali Abdurashid oʻgʻli, Amanbayev Javohir Anvarovich, & Bekmurodov Behruz Akmal oʻgʻli. (2023). Labor Management in the System of Market Relations. Excellencia: International Multi-Disciplinary Journal of Education (2994-9521), 1(3), 99-109. http://multijournals.org/index.php/excellencia-imje/article/view/33
- 4. Azamjonov Ulugʻbek Usmonjon oʻgʻli, Azamov Avazbek Akmal oʻgʻli, Abdinazarov Suxrob Oʻtkir oʻgʻli, & Abdugʻaniyev Doniyor Xonimqul oʻgʻli. (2023). Structural Reforms and Their Problems In Providing Sustainable Economic Growth. Excellencia: International Multi-Disciplinary Journal of Education (2994-9521), 1(3), 83-93. http://multijournals.org/index.php/excellencia-imje/article/view/31
- 5. Azamjonov Ulugʻbek Usmonjon oʻgʻli, Ramazonov Isfandiyor Ikrom oʻgʻli, Saydumarov Xurshidbek Saydakbar oʻgʻli, & Sharofiddinov Oʻlmasjon Sayfiddin oʻgʻli. (2023). Organizational Power Management. *American Journal of Public Diplomacy and International Studies (2993-2157)*, 1(7), 18–32. Retrieved from https://grnjournal.us/index.php/AJPDIS/article/view/691
- 6. Usmonjon oʻg, A. U. B., Nishon oʻgʻli, T. D., Nodir oʻgʻli, B. J., & Shuhrat oʻgʻli, A. Z. (2023). Management of Professional Promotion of Employees in Organizations. *EUROPEAN JOURNAL OF BUSINESS STARTUPS AND OPEN SOCIETY*, 3(8), 13-29.
- 7. Usmonjon oʻg, A. U. B., Alimjon oʻgʻli, A. A., Bobirovich, Y. A., & Jamshid oʻgʻli, X. M. (2023). The State Authority System of the Republic of Uzbekistan and Its Organization. *EUROPEAN JOURNAL OF BUSINESS STARTUPS AND OPEN SOCIETY*, *3*(8), 30-41.
- 8. Ravshanjon o'g, J. R. M., & Rustam o'g'li, S. U. (2022). Socio-Psychological Reasons for the Origin of "Relations Contrary to the Charter". *Web of Scholars: Multidimensional Research Journal*, 1(5), 22-28.

- 9. Said oʻgʻli, S. S., & Abdurasul oʻgʻli, R. S. (2022). Psychological View of the Military Community. *Pioneer: Journal of Advanced Research and Scientific Progress*, *1*(2), 5-12.
- 10. Baxodir oʻg, G. I. F., & Abdullo oʻgʻli, M. I. (2022). SOCIO-PSYCHOLOGICAL CHARACTERISTICS OF PERSONALITY EMOTION. *Vital Annex: International Journal of Novel Research in Advanced Sciences*, 1(3), 1-12.
- 11. Dilmurod oʻgʻli, Q. B., & Usmon oʻgʻli, M. R. (2022). Conflict and Stress Management. *Nexus: Journal of Advances Studies of Engineering Science*, *1*(3), 10-15.