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Personnel Support for Innovative Development of the Enterprise Economy

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Abstract:

The article is devoted to the issues of staffing the innovative development of the enterprise economy. Future needs for highly qualified specialists have been identified. Approaches to staffing the innovative development of the enterprise economy have been identified.

Keywords: staffing, innovative development, development strategy, enterprises.

Decree No. PF-165 dated 06/07/2022 of the President of the Republic of Uzbekistan Shavkat Miramanovich Mirziyaev was announced ON APPROVAL OF THE STRATEGY FOR INNOVATIVE DEVELOPMENT OF THE REPUBLIC OF UZBEKISTAN FOR 2022-2026.

One of the main objectives of the Strategy is the development of human resources in the field of science, education, technology and innovation. This determines the relevance of this topic, dedicated to identifying future needs for highly qualified personnel for innovative sectors of the economy, as well as generalizing approaches to staffing the innovative development of enterprises. [1]

As a result of our analysis of the personnel competence of enterprises in all regions of the Republic of Uzbekistan, it became clear that there is a shortage of qualified and competent personnel for innovative development.

The need for the following highly qualified personnel has been identified:

- engineers with special training and possessing specific knowledge, skills and abilities that ensure the effectiveness of the innovation process;
- specialists in the commercialization of scientific and technical developments and management of the results of intellectual activity;

- teachers providing professional training and retraining of personnel for innovative fields of activity. [2]

Next, we will identify promising areas of innovative economic development in which highly qualified specialists may be in demand.

The territorial departments of the Ministry of Higher Education, Science and Innovation determine the executive scientific/higher education organization (innovation subsidiary) based on a selection process to provide scientific solutions to network problems;

based on the results of the competition, a scientific/higher educational organization (innovative spin-off company) finances projects developed jointly with network organizations on the "1+1" principle; [3]

Let us note for information that in 2021 the rating of the Global Innovation Index was announced, in which Uzbekistan rose by 7 positions compared to the previous year and took 86th place among 132 countries, as a result of which it entered the top 10 countries with the largest increase .

In 2018 there were 6.5 thousand young scientists, and in 2022 their number was 10.8 thousand, that is, it increased by one and a half times;

Starting from 2018, the annual International Week of Innovative Ideas - "Innoweek.uz" is turning into a platform for innovative technologies, uniting foreign innovation and scientific centers, investment funds, and projects are being developed on the issue of training highly qualified personnel and their orientation in all spheres of the economy. [4]

Thus, we can conclude that in the foreseeable future there may be a need for highly qualified personnel, specialists in innovative fields, where innovative territorial clusters will be created and operate. These are the areas:

1. **Information Technology (IT):** Information technology specialists will be in high demand as digitalization and technology development play an increasingly important role in all sectors of the economy.
2. **Engineers and Technicians:** With the growth of infrastructure projects and the development of industries, there will be a need for engineers and specialists in technical fields such as mechanical engineering, electrical engineering, civil engineering, etc.
3. **Energy and Renewable Energy:** With increasing energy consumption and the pursuit of sustainable development, energy and renewable energy professionals will be of increased importance.
4. **Medicine and Healthcare:** With population growth and changing demographics, specialists in medicine, pediatrics, public health and other medical specialties will be in demand.
5. **Finance and Business:** Specialists in finance, economics, business analysis and project management will be needed for the development of the financial sector and entrepreneurship.
6. **Education and Science:** The country will also need qualified teachers, scientists and education specialists to train a new generation of specialists. [5]

Next, we will consider approaches to staffing innovative sectors of the economy.

Based on the analysis devoted to the issue of staffing the innovative development of the economy, it was revealed that the main sources of the formation of a regional system of staffing innovation activities include:

1. **Higher educational institutions and scientific institutes:** Universities, institutes and other educational institutions are the main source of training specialists in the field of science, technology and innovation. They provide education, conduct research and develop new technologies, contributing to the development of human resources for innovation.
2. **Industrial enterprises and innovation centers:** Large enterprises and innovation centers can be a source of personnel for innovation activities. They can train their employees, collaborate with universities and conduct their own programs to train specialists to work with new technologies and innovations.
3. **Government programs and investments:** Government programs to support innovation and investments in scientific research can help build human resources. They can finance training, internships, research projects and other initiatives aimed at training and developing specialists in the field of innovation.
4. **International cooperation and exchange of experience:** Cooperation with international organizations, universities, research centers and business structures can be an important source of exchange of knowledge, experience and personnel. This allows us to attract foreign specialists, learn from the best international practices and develop international connections in the field of innovation.
5. **Self-education and self-organization:** An important source of human resources is the self-education and self-organization of specialists. This includes ongoing training, participation in conferences, seminars, advanced training courses and independent study of new technologies and methods. [6]

A successful regional innovation workforce system typically relies on collaboration between schools, businesses, government agencies and international partners to create and maintain an enabling environment for workforce development and innovation.

Thus, the formation of a modern education system aimed at training personnel for innovative activities is one of the main sources of staffing the economy with highly qualified personnel.

The formation of an education system aimed at staffing innovation activities should be carried out based on the following principles:

Analyzes show that one can conclude that one of the solutions to the problem of ensuring the innovative development of the country by specialists is the formation of a modern education system aimed at training highly qualified personnel specifically for innovative sectors of the economy. [7]

The formation of an education system aimed at staffing innovation activities should be based on a number of key principles:

1. **Flexibility and adaptability:** Educational programs must be flexible and adapted to the changing needs of the labor market and modern technological trends. This will provide up-to-date education that meets the needs of innovation.
2. **Practical orientation:** Training should be focused on the practical application of knowledge and skills. Students must gain experience working with real projects, technologies and innovations in order to successfully apply their knowledge in practice.
3. **Interdisciplinarity:** Modern innovative projects often require an integrated approach and interaction of specialists from different fields of knowledge. Therefore, the education system should encourage interdisciplinary learning and collaboration between different faculties and areas.

4. **Lifelong learning system:** Education should be focused on continuous learning and development throughout life. Specialists must have the opportunity to constantly improve their knowledge and skills, monitor the latest technological and scientific achievements.
5. **Cooperation with business and industry:** The education system must actively cooperate with enterprises and innovative industries. This may include the creation of joint educational programs, student internships, seminars and events with the participation of business representatives.
6. **Emphasis on creativity and innovation:** Education should encourage the development of creativity, innovative thinking and entrepreneurial skills in students. This will help create conditions for the development of an innovative culture and the successful implementation of new ideas.
7. **Develop core competencies:** It is important to develop not only technical skills, but also soft skills such as communication, project management, problem solving, analytical thinking, etc. These competencies are no less important for successful innovation. [8]

Compliance with these principles will make it possible to create an effective education system capable of ensuring personnel consumption in the field of innovation and promoting the development of the innovative economy of enterprises.

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6. "Human Resource Management in a Project-Based Organization: The HR Quadriad Framework" by Martina Huemann - This book focuses on human resource management in project-based organizations, which can be important for innovation projects.
7. "The Innovator's Dilemma: When New Technologies Cause Great Firms to Fail" by Clayton M. Christensen - This book explores the innovator's dilemma and the challenges businesses face when adopting new technologies, including staffing issues.
8. "Designing and Managing the Supply Chain: Concepts, Strategies, and Case Studies" by David Simchi-Levi, Philip Kaminsky, and Edith Simchi-Levi - This book discusses the importance of supply chain management for enterprise innovation and the role of staffing in this process.