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SOI: [1.1/TAS](#) DOI: [10.15863/TAS](#)

International Scientific Journal Theoretical & Applied Science

p-ISSN: 2308-4944 (print) e-ISSN: 2409-0085 (online)

Year: 2022 Issue: 04 Volume: 108

Published: 06.04.2022 <http://T-Science.org>

Issue

Article



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FEATURES OF ECONOMIC FORECASTING OF THE PERSONNEL COMPONENT OF INTELLECTUAL CAPITAL

Abstract: The article analyzes the features of forecasting development prospects, as well as substantiates the conclusions on optimizing the structure and developing a model for the balanced functioning of the structures and links of the personnel component of intellectual capital, which guarantees the effective functioning of each of the five components and intellectual capital as a whole.

Key words: Intellectual capital, economic forecast, personnel component of intellectual capital, optimization of the structure of the personnel component of intellectual capital, the model of balancing the personnel component of intellectual capital.

Language: English

Citation: Abitkariev, A. M. (2022). Features of economic forecasting of the personnel component of intellectual capital. *ISJ Theoretical & Applied Science*, 04 (108), 67-69.

Soi: <http://s-o-i.org/1.1/TAS-04-108-14> **Doi:**  <https://dx.doi.org/10.15863/TAS.2022.04.108.14>

Scopus ASCC: 2000.

Introduction

In the conditions of the formation and development of market relations, it is of particular importance to determine the optimal structure of intellectual labor workers and the pace of their training for the future - forecasting the need for scientific personnel and specialists.

Indeed, the task of joining the Republic of Uzbekistan among the 50 most competitive countries in the world can be solved if the country has highly qualified specialists with knowledge of high-tech technologies, managerial skills, who are able to navigate in a market economy [1].

Literature review

In the economic literature, there are various approaches to the definition of the concept of "economic forecast". With regard to intellectual capital, the economic forecast of its development should be understood as a scientifically based set of reasoned scientific ideas about the priority directions of the development of the components of intellectual capital as a system, including: justification of the most likely directions of the dynamics of changes in the system of scientific knowledge and the specifics of their application in the field of material production,

taking into account the trends of the world process of scientific and technological development; development of alternative options for the development of intellectual capital components, ensuring the priority development of the most relevant areas of scientific and technological progress, guaranteeing, based on available economic resources, stable positions of the republic's economy in regional and global markets.

Analysis

As the conducted research has shown, the process of forecasting the prospects for the development of the personnel component of intellectual capital has a number of features:

-firstly, the accuracy of the forecast is significantly reduced due to the long duration of training of intellectual workers of various qualifications (from 5 to 12 years), as well as the intensification of the process of moral aging of knowledge;

-secondly, the process of intellectual work itself, primarily on the creation of new knowledge, is a creative process with unpredictable results, which increases the degree of uncertainty and probability of

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the development of the system of the scientific fund of the society;

-thirdly, intellectual labor workers should be considered in two organically interrelated aspects: on the one hand, they act as the most important component of the productive forces, whose activities are aimed at the qualitative renewal of the entire production process and products, and on the other - like all other components of labor resources, they are the goal of production, for comprehensive and the harmonious development of which the entire reproductive process should be directed, which increases the importance of the relationship between personnel and socio-informational components;

-fourth, in modern conditions, the flow of scientific and technical information is increasing significantly, but an increase in the amount of scientific information does not lead to an improvement in its quality, which makes it much more difficult to find the necessary information;

-Fifthly, the mechanism of professional mobility of intellectual labor workers studying the processes occurring at the "junctions" of sciences, as well as in connection with the expanding use of computer technology and other high-performance means of intellectual labor in the field of intellectual activity, the cost of which increases significantly due to the limited subsequent use, etc., has not been fully studied.

Currently, more than 100 methods of scientific, technical and economic forecasting are known [2].

The most commonly used forecasting methods can be grouped into the following main groups:

- Normative methods, including methods of standards: saturation; number; nomenclature of positions, etc.
- Methods of extrapolation of development trends, including methods of analogy and comparison.
- Correlation and regression methods.
- Methods of economic and mathematical modeling.
- Methods of expert assessments.

Discussion

A common disadvantage of the methods used is the lack of a systematic approach to determining the need for specialists, which does not allow a scientific analysis of the influence of a large number of factors on the change in the need for workers of various qualifications.

Almost all developed forecasting methods are industry-specific, not taking into account territorial features, demographic trends, etc.

Regression-correlation models can be considered the most acceptable for predicting the balanced development of all components of intellectual potential on the scale of a sovereign republic or a single region.

At the same time, the regression-correlation model provides a detailed development of the forecast of the development of the components of intellectual capital, the more accurately the number of factors included in it and the more reliable the initial information.

However, the possibilities of even the most advanced models should not be overestimated, because they are based on extrapolation of those conditions that have developed in the past and present, and not in the future [3].

As the conducted research has shown, the optimization of the structure of its personnel component has the most significant impact on the final balance of all components of intellectual capital. In this regard, the priority direction of forecasting the structure of intellectual capital as a whole is the justification of rational relations in the development of qualification and other groups of employees who are part of its personnel component.

Moreover, it is advisable to start forecasting the structure of the personnel component of intellectual capital by comparing the degree of influence of the main ratios of the development of qualification groups of the personnel component on other components of intellectual capital and, conversely, taking into account the level of influence of each of the components on the structure of intellectual labor workers.

In addition, the starting position in the search for ways to scientifically substantiate methods for determining the needs of science and production in intellectual labor workers should be, along with an indicator of the saturation of these industries with highly qualified researchers, a clear definition of the functions performed by each intellectual labor worker, the volume and ratio of which are determined by the content of the relevant stages of the scientific and production cycle, the justification of intellectual labor standards and indicators of its evaluation for each development of a scientific idea up to its implementation into mass production.

As a basis for choosing a forecasting method, it is also advisable to use the scientific and technical level of the intellectual labor workplace system, which unites all stages of the development of a scientific idea. The main factor features affecting the complexity of the assessment of the workplace system are:

- the set of functional responsibilities of the researcher, developer, experimenter, etc., required for the most effective use of appropriate means of intellectual labor;
- the socially necessary degree of the personnel's capital equipment with the appropriate scientific and technical level of the means of intellectual labor;
- physiologically permissible intensity of the norms of intellectual activity, including with the use

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of computer technology and other high-performance means of intellectual labor [4].

Thus, managing the structure of intellectual labor workers at the present stage of socio-economic development of the republic's economy and determining the needs (forecast) for them in the future means ensuring rational proportions in the number and forms of functional interrelation between intellectual labor workers of various specialties, qualifications and activity profiles both for the economy of the republic as a whole and for any subject management separately.

In the conditions of the formation and gradual development of the mechanism of market relations, the development of a model of balanced functioning of the structural units of the personnel component of intellectual capital, which guarantees the effective functioning of each of the 5 components, and intellectual capital as a whole, is of particular

relevance. At the same time, the main goal of the model is the desire to calculate the structure of intellectual labor workers optimal for a given level of development of productive forces for scientific, design, technological and production units of a particular enterprise, association, and other business entities of various forms of ownership.

Conclusion

In our opinion, this model should so link the main proportions between the professional and qualification organizational and demographic characteristics of intellectual labor workers, so that, having set the main indicators - the production program, volume, as well as output per worker and taking into account the specifics of the relevant branch of the economy, it would be possible to recommend quantitative guidelines for the numerical composition of all qualification groups.

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