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Fotima Nazarova

Tashkent Institute of Finance
Teacher

Dilfuza Mamatqulova

Tashkent Institute of Finance
master student

FORMATION OF PERSONNEL POLICY IN UZBEKISTAN

Abstract: This article will review the relevance of personnel policy at the present time. The relevance of this topic is caused by the need to implement an effective personnel policy in order to maintain qualified and competent personnel and prevent the hiring of incompetent personnel.

Key words: personnel policy, labor, economy, development.

Language: English

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Introduction

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The term "personnel policy" has several interpretations. First, personnel policy is one of the most important tools for actively influencing the processes that occur in the work of any team. Secondly, the personnel policy is a system of rules and regulations that should be linked to the company's strategy and aimed at working with personnel. The main goal of the policy is to ensure an optimal balance of processes for updating and maintaining the number and quality of personnel in accordance with the needs of the enterprise and the requirements of the current legislation of the Uzbekistan.

Types of personnel policy.

Passive personnel policy is mainly reduced to eliminating possible negative consequences of critical situations in the enterprise.

Reactive personnel policy deals with staff turnover, explores conflict situations and their causes. It is advisable to apply a preventive personnel policy when the organization has detailed short - and medium-term forecasts of development in the field of personnel management.

These forecasts are used to develop areas of activity and specific activities, but the organization

does not have the ability to influence the solution of personnel tasks.

With an active type of personnel policy, the main thing is to conduct a competent analysis, taking into account the influence of all factors, and predict possible changes in the situation.

An open personnel policy is applied when aggressive methods of market conquest are used. With an open personnel policy, the recruitment process is focused on the external market. Vacancies are filled on a competitive basis. This type of personnel policy should be applied to start-up companies for the selection of professionally working personnel. With a closed personnel policy, long-term personnel goals are developed, aimed at strengthening the corporate culture, team cohesion, and motivating employees to achieve the goals facing the enterprise. The closed personnel policy is aimed at filling vacancies in the domestic market. Personnel policy is a set of main theoretical problems and principles, official requirements and practical measures that determine the main directions and content of work with personnel, its forms and methods.

The tasks of personnel policy can be solved in different ways, and the choice of options is quite wide:

- To dismiss an employee or transfer him to a lower position.

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- Prepare the employee yourself or search for those who already have the necessary training.
- Hiring an employee from the company's external or internal reserves.

When forming a personnel policy for a comprehensive definition of the direction of the company's activities, it is necessary to take into account the basic principles of individual areas of personnel policy:

- Competent management of the company's personnel.
- Competent selection and placement of personnel.
- Formation and preparation of the reserve.
- Assessment and certification of personnel.
- Motivation and incentives for staff.

The formation of personnel policy takes place in several stages:

Stage 1-rationing. The formation of goals and objectives, coordination of principles and goals of work with the company's personnel is carried out.

Stage 2-programming. At this stage, programs and ways to achieve the goals of personnel work are being developed, taking into account the current capabilities of the enterprise.

Stage 3-monitoring. Development of procedures and forecasting of the personnel situation. For companies that constantly monitor personnel, there are many separate personnel programs (assessment and certification of personnel, career planning, maintaining an effective working climate, etc.). So, the personnel policy is the main part of the work of any enterprise, the essence of the personnel policy is to work with personnel. To achieve the goals of the personnel policy, it is planned to develop the process of retaining and developing the company's personnel in accordance with the goals and objectives of the company and the professional needs of employees.

Uzbekistan's acquisition of sovereignty was an important milestone in the history of education and science in the Republic. The adopted law on the National training program has set important tasks for education workers in the modernization of education. The national training program has become a strategic basis for the state's personnel policy and has served as a guarantor for the development of an integrated system of training highly qualified and competitive personnel at all levels. For the first time, the Republic has developed a new model of the personnel training system that has no precedent and incorporates the relevant experience of developed countries, taking into account the national characteristics of the Republic, its own shortcomings and problems in this area.

The new model is aimed at creating a harmoniously developed generation, strengthening the national foundations of the educational sphere, and raising them to the level of world standards in harmony with the requirements of the time. The

strategic goal of the national program is to form a harmoniously developed creative personality and advance training of personnel who are able to solve complex issues facing society in a rapidly developing market economy. The result of its implementation was the creation of an educational model that provides continuous education in the Republic. The Republic adopted relevant decrees, resolutions and legal documents that laid the organizational and legal basis for the activities of educational institutions in the new conditions and aimed at improving its functions.

The national training program complies with the provisions of the law of the Republic of Uzbekistan "On education", is developed based on the analysis of national experience, based on world achievements in the education system and is aimed at forming a new generation of personnel with a high general and professional culture, creative and social activity, the ability to independently navigate in social and political life, able to set and solve tasks for the future. The program provides for the implementation of the national model of personnel training, the creation of socio-economic, legal, psychological, pedagogical and other conditions for the formation of a fully developed personality, adaptation to life in a modern changing society, conscious choice and subsequent development of educational and professional programs, education of citizens who are aware of their responsibility to society, the state and the family.

The main goal of the National training program of the Republic of Uzbekistan is the continuity of the education system based on continuity: preschool educational institution → general education school → academic lyceum / professional college → higher education → postgraduate education (now it is the Institute of senior researchers) → extracurricular education → professional development and retraining of teachers.

Today, we rely on the fundamental principles set out in the law "On education" and in the National training program of the Republic of Uzbekistan in solving the problem of the development of young students. These are, first of all:

- prestige of knowledge, education and high intelligence;
- disclosure of the abilities of young people and satisfaction of their various educational needs;
- formation of a rich worldview, high spirituality and culture;
- national orientation of education, which consists in its organic unity with the national history, folk traditions and customs of the peoples of Uzbekistan;
- continuity of education and upbringing of students;
- continuity and continuity of all parts of the educational system.

Therefore, modern educational policy should be focused on the challenges of the twenty-first century,

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i.e. not just to increase the level of education of the younger generations, but to form a new type of intelligence, a different way of thinking, adapted to the rapidly changing realities of the surrounding world - social, economic, technological and informational. We emphasize that the period of study at the University is one of the most important in the formation of a professional's personality. Therefore, the values and norms of culture, morality, and all the achievements of the spiritual sphere of life - both national and universal - should be addressed to the human person, penetrate into all the structures of the integral pedagogical process, and ensure its orientation to the harmonious development of future specialists.

At the same time, it should be taken into account that the modernization of education will be more successful if a qualitatively new relationship based on closer interaction develops between general education schools, secondary specialized, professional institutions and universities, as well as educational management bodies. Since the world does not stand still, it means that the reform and democratization of society, modernization and renewal of the Republic are a continuous process. Modernization of the education system is part of the development process of our entire society. The change of priorities in the Republic has made it natural for teachers to develop universal skills and competencies, which sets the task for teachers: to teach students how to learn on the basis of the latest modern information. Since the use of the Internet creates conditions for a more diverse space of additional and open education.

The modernization of education carried out in the country, the formation and arrangement of a new model of educational institutions formed on the basis of the national model of Uzbekistan, requires that the level of professional competence of teachers and education managers meet the new challenges of the time. The modern stage of education modernization requires all its subjects not only to react quickly to changes, but also to correctly determine the

characteristics of professional activity that will be the key to success in the near future. That is why the focus of state education authorities, along with the training of teachers, is on improving the education system. The active formation of the national model has actually placed an order to the education system for new competencies, both for heads of educational institutions and for teachers.

Modern modernization of the system of higher professional education requires adjustment of traditional approaches to teaching. Good training in professional disciplines and developed self-education skills make it easier for a novice specialist to get used to the specific requirements of his professional duties, determined by his personal characteristics. Thus, the experience of Uzbekistan in modernizing and improving the education system, ensuring its comprehensive, all-encompassing nature; continuous improvement of curricula, textbooks and teaching, teaching methods in accordance with international standards; ensuring full access of all students and teachers to information and communication technologies of the educational process and information resources, wide introduction of new technological educational forms and methods, and other innovations indicates that the country has created a national model of education that meets the long-term interests, realities and features of a rather complex stage of modern development of Uzbekistan.

Therefore, the result of the pedagogical work of the higher education, in our opinion, should be a comprehensive preparation of students for professional activities in the conditions of a changed social order and new requirements of society. Namely, that instead of being an object of the educational process, it should become its true subject. In summary, I would like to note that the training of teachers of the new formation is one of the most important conditions for the innovative development of the Republic, which is based on the requirements of the modern professional market.

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