

## Impact Factor:

ISRA (India) = 6.317  
ISI (Dubai, UAE) = 1.582  
GIF (Australia) = 0.564  
JIF = 1.500

SIS (USA) = 0.912  
ПИИИ (Russia) = 3.939  
ESJI (KZ) = 9.035  
SJIF (Morocco) = 7.184

ICV (Poland) = 6.630  
PIF (India) = 1.940  
IBI (India) = 4.260  
OAJI (USA) = 0.350

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: 2021 Issue: 09 Volume: 101

Published: 22.09.2021 <http://T-Science.org>

QR – Issue



QR – Article



Nafisahon Rakhmiddin qizi Tadjibayeva  
Andijan Institute of Agriculture and Agrotechnology  
The basic doctoral student

## THE CREATION ORGANIZATIONAL AND ECONOMIC MODELS OF THE EMPLOYEE DEVELOPMENT STRATEGIES OF COTTON FACTORY

**Abstract:** The article discusses the issues of creating an organizational and economic model of the strategy for the development of ginneries based on the study of their competencies.

**Key words:** ginnery, competence, employee, development, model.

**Language:** English

**Citation:** Tadjibayeva, N. R. (2021). The creation organizational and economic models of the employee development strategies of cotton factory. *ISJ Theoretical & Applied Science*, 09 (101), 432-436.

**Soi:** <http://s-o-i.org/1.1/TAS-09-101-46> **Doi:**  <https://dx.doi.org/10.15863/TAS.2021.09.101.46>

**Scopus ASCC:** 2000.

### Introduction

The new role of man in the workplace and the rapid changes in the economy, organizational culture and technology have led to new challenges such as careful selection, training, remuneration and rational use of personnel. It is no longer possible to solve these tasks within the framework of traditional work with personnel. This work should have been included as an equal part of the strategic management process. In modern conditions, human resource development management should become an integral part of the strategy planning and implementation process. Today, an enterprise's strategic goals can only be achieved by employees who meet a certain strategy and the motivational requirements needed to transition to a new, changing business environment. In this sense, strategic planning processes can only be successful if the consequences of the chosen strategy for employees are taken into account. To do this, the strategy of the enterprise should be known to the employees, developed with the broad involvement of employees, because in this case the employees support the management initiatives and ensure the implementation of the strategic goals of the enterprise.

The Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021 identifies important tasks to "increase its competitiveness through the deepening of structural reforms, modernization and diversification of key

sectors of the national economy" [1]. Successful solution of such huge tasks requires the development of specific measures to increase the competitiveness of employees of ginneries of the country by increasing the efficiency of their management.

### Literature Review.

Today, many scientists are engaged in the study of such categories as "labor potential", "labor quality", and solving the problem of developing labor potential and maximizing its use is one of the main tasks of enterprise personnel policy [2,3,4]

The formation and development of labor potential are two radically different mechanisms of labor potential management. Formation - giving the object certain basic properties; development is the process of modification to improve an object. Development is generally understood as increasing the complexity of a system, improving its adaptability to external conditions, qualitatively improving the scale, quantitative growth and structure of the economy, and social development. Development means either the appearance of new elements or the appearance of new objects and their stratification. The authors summarize the ideas that employee development is the process of shaping the personality of employees through training in their professional characteristics, self-development, professional

## Impact Factor:

ISRA (India) = 6.317  
ISI (Dubai, UAE) = 1.582  
GIF (Australia) = 0.564  
JIF = 1.500

SIS (USA) = 0.912  
PIHII (Russia) = 3.939  
ESJI (KZ) = 9.035  
SJIF (Morocco) = 7.184

ICV (Poland) = 6.630  
PIF (India) = 1.940  
IBI (India) = 4.260  
OAJI (USA) = 0.350

activity and the interaction of employees with each other [5].

The development of labor potential is the acquisition of new qualities and characteristics of labor potential that contribute to its alternative and efficiency in a dynamic internal and external environment. Development involves significant quantitative and qualitative changes, changes in labor potential. As a result of development, a new quality of labor potential is formed [6,7,8]. According to Yu.G. Odegov, labor potential management is "a system of interrelated measures that provide a directing, coordinating and stimulating effect of society on the participants of production and focused on the intensive factors of labor use" [9].

### Analysis and results.

Many industrial enterprises prefer to invest more in human development. This allows them to have highly qualified specialized staff, which in turn turns out to be more reliable and rewarding than hiring outside experts. In addition, staff development as a conscious approach to personnel policy has a positive impact on corporate standards and corporate ethics, which has a positive impact on the reputation and reputation of the enterprise. Typically, large industrial enterprises tend to follow a specific strategy of personnel development: this includes the initial training of new employees (basic training of personnel) and periodic measures to improve the professional level of existing personnel. Modern additional education institutions create a wide range of opportunities for planned staff development activities.

In our opinion, the following sequence of actions is the most effective in developing a strategy for the development of employees of the ginnery:

- analysis of the socio-economic potential of the organization, identification of internal points to create possible competitive advantages;
- product market analysis and identification of areas of management;
- formation of commodity-market, resource-market and integration strategy of the production enterprise;
- formation of financial and investment strategies;
- formation of social strategy;
- identification of potential and development of prospective requirements for employees of ginneries, including those indicated by divisions (corporate culture, socio-psychological climate, employee-organizational relations, etc.);
- forming a strategy for the development of ginneries.

Upon completion of the formulation of the personnel development strategy, it is required to develop a personnel development management system that includes methodological, technical, informational and organizational support for the implementation of the developed personnel development strategy of the ginnery.

It should be noted that the ginnery should formulate not only a full-scale strategy for the performance and development of its employees, but also all the high-level strategies listed, as they have a direct impact on staff development.

To ensure the effectiveness of the staff training strategy of the ginnery, it is expedient to develop a reasonable organizational and economic model based on the efficient use of available human resources and aimed at increasing the competitiveness of the enterprise in the domestic and foreign markets.

We propose the following organizational and economic model of the strategy for the development of employees of the ginnery (Figure 1).

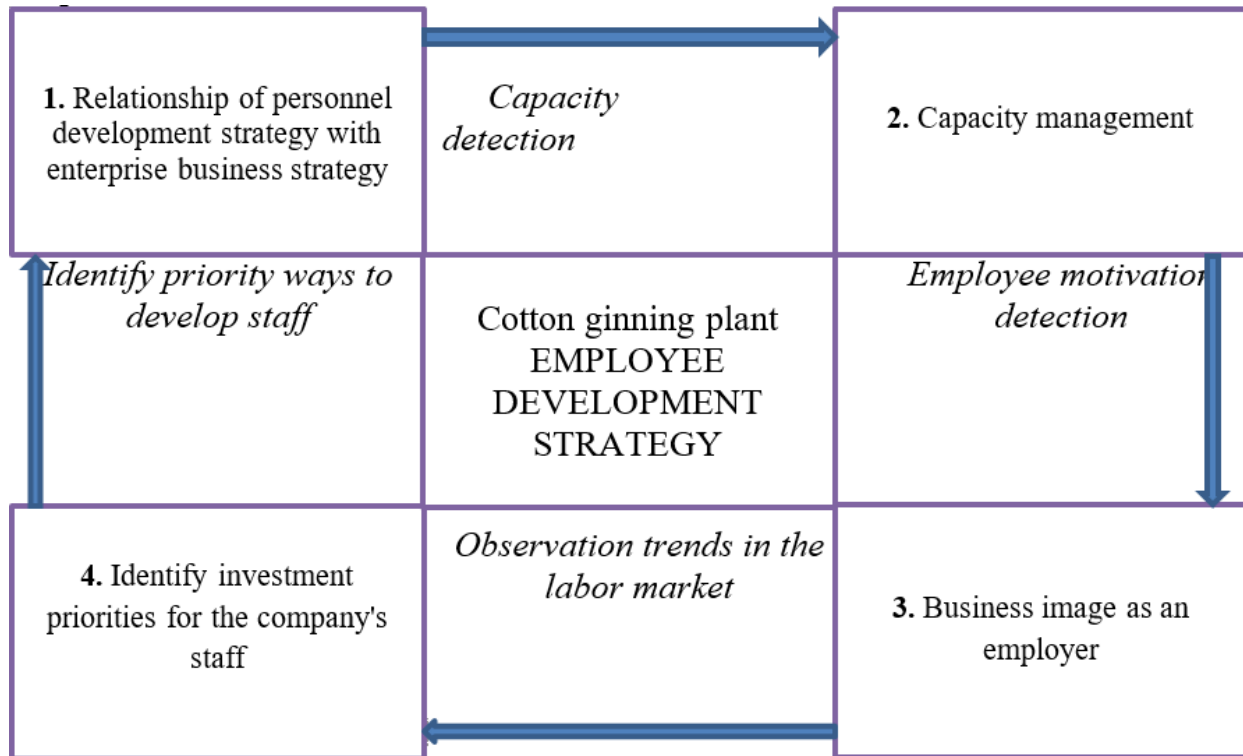
1. The relationship between business strategy and personnel development strategy. The first block of the presented organizational and economic model includes an examination of each element and direction of the business strategy, as well as the requirements for personnel and the level of their participation in the implementation of the strategy.

Employee participation can be direct (relocating a branch or opening a branch in another city, relocating some employees, attracting staff in a new area and reducing some of the staff in the old location) or indirect (changing the brand of some products may not result in significant employee involvement in the process).

2. Personnel capacity management. This step involves comparing the capacity of existing and required staff to implement the development strategy of the ginnery. In order for an industrial enterprise to understand how to respond to changes in the labor market, it plans what personnel (in terms of number, type, education, qualifications, etc.) are needed to implement the development strategy and increase competitiveness. At this stage, the general trends in the structure of the enterprise's staff, including employee dissatisfaction, the number of employees of retirement age, and similar indicators are also studied. All this information will be used in the future to improve the system of recruitment, training, distribution of responsibilities between employees and departments in order to create a balanced workforce potential.

**Impact Factor:**

ISRA (India) = 6.317	SIS (USA) = 0.912	ICV (Poland) = 6.630
ISI (Dubai, UAE) = 1.582	ПИИЦ (Russia) = 3.939	PIF (India) = 1.940
GIF (Australia) = 0.564	ESJI (KZ) = 9.035	IBI (India) = 4.260
JIF = 1.500	SJIF (Morocco) = 7.184	OAJI (USA) = 0.350



**Figure 1. Organizational and economic model of the strategy of development of employees of the ginnery (author's development)**

An analysis of the balanced potential of employees allows to identify the main types of employees needed for the further development of the enterprise.

It is then determined which staff development programs should be expanded and vice versa.

3. The image of the enterprise as an employer.

Businesses that formulate personnel development strategies need to answer the question of their status in the eyes of employees and job seekers. In a competitive environment, an enterprise's brand as an attractive employer is just as important as a product brand. Creating a positive image of the company in front of potential employees is the most important long-term task of the HR-director. Branding, PR, and marketing techniques can be used to get your business recognized as "the best place I want to work".

An enterprise image is, first and foremost, a set of qualities and features that are often unimaginable as a visual image, because it is a very difficult process to define objectively.

Of course, the image of the enterprise is, first of all, a set of ideas about the type and field of activity of the enterprise, what and how the enterprise operates, the quality of its goods and services and their characteristics. The image is also associated with the company's trademark and advertising symbols. It also includes the personal image of business owners and managers. However, the image of the enterprise is also

the formation of a certain perception that the enterprise as a partner: the market (relationships with partners, customers, competitors, creditors) and social (employees, society, government, media). But the image in it is the reputation of the enterprise, established in business relations and in society, the impressions made by the employees of the enterprise, their behavior, appearance. It should therefore be noted that talking about the image of an enterprise means talking about public opinion about the enterprise and its activities.

The main problem of the image is the compatibility of ideas about the enterprise and its social environment, that is, how the management and employees of the enterprise are perceived in society and how the reputation of the enterprise really takes place in society. Management can put in a lot of effort and spend a lot of money to create the desired image of the business.

Therefore, the most important thing, in our opinion, is to know those who need the image of the ginning enterprise, what certain target groups of its social environment expect from the enterprise. All target groups want to see the ginnery as a reliable and responsible social partner. Popular consciousness has a strong habit of comparing different objects with certain human qualities. The image of a ginnery should have such qualities.

## Impact Factor:

ISRA (India) = 6.317  
ISI (Dubai, UAE) = 1.582  
GIF (Australia) = 0.564  
JIF = 1.500

SIS (USA) = 0.912  
ПИИИ (Russia) = 3.939  
ESJI (KZ) = 9.035  
SJIF (Morocco) = 7.184

ICV (Poland) = 6.630  
PIF (India) = 1.940  
IBI (India) = 4.260  
OAJI (USA) = 0.350

It should show the "friendliness", "care", "decency", "effectiveness" of the ginnery. Creating a positive image of a ginnery is, first of all, an opportunity to convince the customer of its product or service and its reliability and prospects of the competitive advantages of potential employees.

According to the researchers of this problem, the image of the ginnery should include the following four components:

-brand image - how high quality and necessary goods it produces;

-management and financial image - whether he manages effectively, whether it is worth being a shareholder;

-public image - is an active enterprise as a member of society;

-the image of the enterprise as an employer - whether it pays well, how it treats its employees.

In our opinion, it is necessary to emphasize the investment attractiveness and environmental aspect (as independent), as these factors have been the most important in recent times.

Thus, the image of the enterprise is a reflection of the real and commercial characteristics of the enterprise in the minds of potential employees, both by the enterprise and by the employees.

#### 4. Priority of investment in employees.

This section integrates enterprise development and competitiveness strategies, human resource analysis, and building an enterprise image as an employer. Then the direction of investment in employees is selected.

Conclusions and suggestions. Thus, the organizational and economic model developed will help to formulate a strategy for the development of ginnery and its successful implementation. When it comes to personnel development and training

management, managers clearly know that employee qualifications play an important role in enhancing an enterprise's competitiveness, but they don't pay much attention to investing more in staff training. However, training often does not lead to the expected results, which is due to the following mistakes in staff training. Training is one of the most cost-effective elements in staff service, but it can help you solve multiple strategic tasks at the same time. After all, the level of qualification of employees always meets market requirements. In addition, the company will have a staff reserve. Finally, education and subsequent career growth increase employee motivation and strengthen their commitment. The only question is how to master a high-performance training budget. Here, too, many businesses face problems.

In order to increase the effectiveness of the staff development strategy in ginnery, it is necessary to pay attention to the following:

-an organizational and economic model of the strategy for the development of ginnery should be developed;

-a system of personnel development management should be created in the management of the ginnery;

-the strategy for the development of ginnery will need to be systematically developed and updated on a regular basis;

-the strategy for the development of ginnery should be developed and implemented in conjunction with other strategy options;

-in the formation of the strategy for the development of employees of the ginnery, it is necessary to take into account the level of competence of employees, depending on the nature of the enterprises of the industry.

## References:

1. Decree of the President of the Republic of Uzbekistan dated February 7, 2017 No PF-4947 "On the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021". Retrieved from [www.lex.uz](http://www.lex.uz)
2. (2012). *Personnel management: uchebnik / pod red. I.B. Durakovoy.* - Moscow: INFRA-M.
3. Genkin, B.M. (2007). *Economics and sociology of labor: ucheb. for universities.* - Moscow: Norma.
4. Ozerov, M.Ya. (2008). *Assess the quality of labor potential of the staff of a commercial bank.* - Tomsk: Internet Publishing House VShB TGU.
5. Korotaev, A. V., Malkov, A. S., & Xalturina, D. A. (2007). *Zakony istorii. Matematicheskoe modelirovanie razvitiya Mir-Sistemy.* Demography, economics, culture. 2nd ed. - Moscow: URSS.
6. Genkin, B.M. (2007). *Economics and sociology of labor: ucheb. for universities.* - Moscow: Norma.
7. Maslov, E.V. (2008). Samootsenka in the coordinate system "measurement of indicators -

<b>Impact Factor:</b>	<b>ISRA (India) = 6.317</b>	<b>SIS (USA) = 0.912</b>	<b>ICV (Poland) = 6.630</b>
	<b>ISI (Dubai, UAE) = 1.582</b>	<b>PIHII (Russia) = 3.939</b>	<b>PIF (India) = 1.940</b>
	<b>GIF (Australia) = 0.564</b>	<b>ESJI (KZ) = 9.035</b>	<b>IBI (India) = 4.260</b>
	<b>JIF = 1.500</b>	<b>SJIF (Morocco) = 7.184</b>	<b>OAJI (USA) = 0.350</b>

---

- internal audit models of sovershenstva". *Methods of quality management*, №1, pp.15-21.
8. (2009). *Personnel management of the organization*: Textbook / ed. Kibanova A.Ya. – Moscow: INFRA-M.
  9. Xlopova, T.V. (2004). *Development of labor potential and increase of competitiveness of personnel of enterprises*. Dis. d-ra econ. science. - Irkutsk.
  10. Annenkova, E.N. (2005). *Upravlenie razvitiem trudovogo potentsiala sovremennoy organizatsii*: Dis. kand. econ. science. – Saratov.
  11. Pogodina, T.V. (2009). *Formation and development of corporate personnel on the basis of the assessment of ego labor potential*: dis. kand. econ. science. Moscow.
  12. Odegov, Yu.G., Bychin, V.B., & Andreev, K.L. (1991). *Trudovoy potential predpriyatiya: puti effektivnogo ispolzovaniya*. Ch. 2. (p.144). Saratov: Izd-vo Sarat. un-ta.
  13. Yoziyev, G. L. (2021). Conceptual approaches to building a perspective model of national innovation systems: Lessons for Uzbekistan. *South Asian Journal of Marketing & Management Research*, 11(3), 46-52.