



## STRATEGIC HUMAN RESOURCE MANAGEMENT

**Azamatova Shakhzoda Isomiddinovna**

*Student of Samarkand Institute of Foreign Languages*

The labor force is the able-bodied population of the country, capable of producing material goods or services at the expense of psychophysiological and intellectual qualities

The workforce includes those employed and those not employed in the economy, but includes people who are able to work.

The term "workforce" is used to characterize the working-age population within a country, region, industry, or any professional group. However, in economics and practice, concepts such as human capital are also used, which has human resources, content and semantic load of the organization. They complement each other and reveal the sides - the bearers of these concepts - of man.

It is also important to use different terms, since there are established international standards on the basis of which comparisons can be made between countries.

Human resources is a concept that reflects a basic organization that loves wealth, which can flourish by creating conditions for reproduction, development and use of the resource. Taking into account the interests of each person, the concept of "human resources" has more possibilities than "labor resources" and "personnel", since it includes the socio-cultural characteristics of people and personal and psychological characteristics are summed up. Of all other types of resources (material, financial, information). In contrast, the specifics of human resources are as follows. Moreover, people have mindrock, so their external influence the attitude towards (management) is not mechanical, but emotional; the interaction between the subject of management and people processes is bilateral; thanks to having intelligence, people are constantly improving, capable of developing, it is the most important and long-term source of increasing the effectiveness of any society or individual organization; people set certain goals, a certain type of activity (developed it I not produced or produced, mentally or physically) consciously choosing. Many definitions of human capital (CHC) are majud, among them Gary Becker and Theodore Schulz, founders of human capital theory. They relate directly to the person as the only bearer of knowledge of the concept of Cheka. They attached special importance to education as a major factor in the development of society and the economy. Currently

Such a definition of Cheka seems narrower. Human capital includes not only professionals with education, knowledge, upbringing, knowledge, but also



the environment for intellectual work tools and Cheka to work in terms of the performance of production functions.

In fact, a specialist cannot perform his work, tasks in modern conditions without the software of his work, without the necessary sources of information, database, methods and technologies. because without the quality of life as a runner, the professional is in this country does not work, but instead leaves for the country, where favorable conditions for intellectual labor are created for him. The main indicators of the effectiveness of the use of human resources are: labor productivity, which corresponds to the workers of the management apparatus the number of operational workers, the share of labor costs in total costs, labor the pace of change in productivity and average wages, the abandonment of forced labor as a result of disappearances, etc.

The main indicator of the effectiveness of the use of human resources is labor productivity-the volume of production per employee, in terms of value measured. Labor productivity is calculated as the ratio of income to the number of workers.

Productivity can be hourly, shift, monthly, quarterly, annual.

Indicators of personnel movement of the organization:

The pension rate is the ratio of the number of workers dismissed for all reasons in the period of a certain period of time to the average number of workers in that period.

Regular the state coefficient is the ratio of the number of workers by salary in the entire reporting year to the average number of workers by year. At the same time, those who were fired for all reasons during the year (except transfer to other organizations) on January 1 the status is removed from the list of employees, but from the ranks of those accepted in the reporting year those released are no exception. The employee wage ratio is determined either by dividing the number of employees who quit or were dismissed within a certain period of time by their own discretion or by the average number of the time at the initiative of the organization. Personnel exchange-the sum of hired and retired workers in accordance with the average number of salaries of workers for a certain period.

The level of turnover is determined by the following factors: General circular-of those adopted and retired during the reporting period the ratio of the total number to the average wage of workers Acceptance turnover-hired by the enterprise for a certain period of time the ratio of the number of workers to the average number of workers working for that period.

Spiritual and spiritual health, a lot of gyrality of Professional Training, Innovation aspiration, the ability to make unusual decisions-a rebirth indicator of human resources and the potential of the organization - all this is an important factor in progress is. Modern production has steadily increased to



the level of training of workers are making demands. Basic skills: technical literacy-texts by their specialty ability to understand and Express (on paper and verbally) ; computer literacy-developed the ability to collect and analyze ma data to solve Output problems.Technical conics-organization capacity in short vagt: new equipment,computer programs, telecommunications networks, data reception, remastering performance and transmission systems. Information in production in the present time the share of its Technologies rose to 50-60%. The share of Information Technology for some industries (communications, insurance,exchanges) (and the corresponding in the main tools equipment) over 75%.

Organizational conics - the ability to work in a team to solve non-standard tasks, analytical and creative abilities, politeness, self-organization, leadership qualities.Certain skills-almost every due to constant changes in the external environment innovation in the company is the readiness for innovation that requires solutions. Organization of competitive technologies, production process in a market economy request to change the conditions, customer service methods, and so on requires constant updating of certain knowledge and skills in accordance with

#### **LIST OF LITERATURE USED:**

1. M. Azlarov" Human Resource Management " tutorial. Tashkent-Economy 2019 312 P.
2. Kabylov. Sh.R. Personnel management: textbook. - T.:. HIV Academy, 2013. - 711 b.
3. Shodmonov Sh.Sh., Gafurov U.V. Strategic Human Resource Management (textbook). - I., Publishing house "economics-finance", 2010. - 646 b.
4. Baytanov, O. (2023). FOOD INDUSTRY IN UZBEKISTAN CURRENT STATE OF DEVELOPMENT. SUSTAINABILITY AND LEADERSHIP ONLINE SCIENTIFIC JOURNAL OF RESEARCH, 3(3), 446-449.
5. Mirzaqul Óg, B. O. R. (2023). IMPROVING THE BUSINESS ENVIRONMENT IN THE REGIONS, FURTHER DEVELOPING SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP
6. METHODS OF STIMULATING DEVELOPMENT.
7. Baytanov, O. R. (2017). Solik system in Uzbekistan improvement orcali further development of family entrepreneurship. Economics and innovative technologies, 6, 62-68.