

ISSUES OF CAPACITY BUILDING OF MANAGEMENT PERSONNEL IN THE CONTEXT OF THE DIGITAL ECONOMY

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Abstract

At the present stage of world economic development, the development of features of economic policy contributing to the socio-economic sustainable development of the regions and their effective implementation is becoming increasingly important. Increasing the opportunities for attracting foreign direct investment to sectors and sectors of the economy, modernization of industrial enterprises, the introduction of advanced foreign equipment and technologies into production is largely linked to the creation of special economic zones, including small industrial zones. Consequently, the chosen research topic becomes relevant to the present day.

Keywords: Economic, modernization, personnel, technologies.

Introduction

President Shavkat Mirziyoyev outlined the programmatic and target tasks to be implemented in the economy in 2020 and beyond: "Firstly, in 2020, ensuring macroeconomic stability and inflation control is the main task. In the process of economic reforms, starting from this year we have started to introduce an inflation targeting system. In this regard, the Ministry of Economy and Industry, the Central Bank, and the Ministry of Finance should ensure a balance between economic growth and inflation, take into account external risks. The fact that the state regulates the prices of 37 types of products and services, adversely affects free competition. With this in mind, we should no longer focus on price fixing, but on reducing prices and improving quality by ensuring healthy competition between enterprises. It is necessary to open the way for the private sector to monopoly areas where competition can be brought by studying international experience and thereby creating a competitive environment. In this regard, it is necessary to update the laws on natural monopoly and competition, as well as to develop a strategy for the formation of a competitive environment in the economy. The only way to ensure the stability of food prices in the consumer market is to increase the volume of production of fruits, vegetables, livestock and other food products and to create an uninterrupted chain "from the field to the store".

1 President Shavkat Mirziyoyev outlined the programmatic and target tasks to be implemented in the economy in 2020 and the coming years.



The Main Part

For the transition to socially oriented market economy of the Republic of Uzbekistan and for the implementation of its national training program, it is of great socio-economic importance to achieve the formation of knowledgeable and business personnel. At the moment, one of the pressing problems in the republic is HR management. In this regard, our government has adopted a number of normative legislation. Examples include the Law "On Education", "On Employment of the Population", the Presidential Decree "On improving the system of advanced training and experience exchange of promising young teachers and scientific personnel". There was no concept of personnel management in planned management practice. But the management system of each enterprise and organization had a functional subsystem of managing personnel and social development of the team. The main structural division was the Personnel Department, which was responsible for recruiting and firing staff, as well as training, professional development and retraining of staff.

The formation of the digital economy in the context of modernization, diversification and introduction of innovative factors has led to radical changes in the content of household income and related circumstances. These changes are manifested in the following: a new economic category has entered our economic and social life - the category of the value of labor power; a place where labor force is sold on the basis of supply and demand has emerged; Absolute and relative unemployment is emerging as a result of fluctuating supply and demand for labor; Gradually, family members and the population are moving to the principle of self-employment on the basis of entrepreneurship development; new sources appeared in the family income - income from the use of property and entrepreneurial activities; Whereas income from the use of the property used to consist only of rent, now, income types like dividends, interest, investment income have come into play. These situations provide a certain level of stability for society, but also create some problems. At the root of these problems lies the problem of differentiation of household incomes, unemployment and, as a result, the emergence of low-income, poor families. The main way to solve these problems, in our opinion, is, firstly, to absorb the need to switch to the principle of increasing the social activity of the population, providing self-employment and other necessary benefits, and secondly, to introduce a mechanism of material interest in any activity of people, to develop new methods of stimulation. However, in order to ensure the legal basis of these events, it requires a solution at the level of the government and the legislative chamber of the Oliy Majlis. Currently, ways to increase the efficiency of household investments should be developed. These include: extending the project period; increase (decrease) the dividend rate of the project; can be included, such as increasing the receipt (flow) of money. But even these issues, in keeping with the family economy, have not been sufficiently studied. Inflationary processes remain in the period of transition to the digital economy. With this in mind, it is necessary to develop methodological aspects of assessing and analyzing family property and income in the context of inflation. Using the nominal and real rates of household income, the total rate of its return on investment is determined. This allowed to determine the value of household investment taking into account inflation after a year and determine its impact on the well-being of the family. There is a noticeable lack of data on the study of the economy of the household and its



impact on well-being. Because the research that the State Statistics Committee is conducting does not completely solve this problem. Because of this, it can only be carried out and collected with the help of sociological research. For this, it is desirable to develop questionnaires. In our opinion, the following indicators should be included in the questionnaire. The questionnaire can consist of three parts: 1. General indicators about the family. 2. Composition of family income. 3. The composition of family expenses. Several indicators are expressed in each section. In our opinion, the collected data on these indicators provide a sufficient basis for drawing scientific conclusions. Because, on the basis of these indicators, family income and expenses can be classified by such indicators as the total number of families, the number of people working in them, the share of those who do not work. From this data, several other new relative indicators can also be identified. All of this serves as a basis for making appropriate conclusions and making management decisions.

Changes taking place in the economic and political systems of our republic not only create great opportunities for each person, for the stability of his or her existence, but also pose serious risks, practically introducing a certain degree of uncertainty into everyone's life. In such a situation, personnel management is of special importance, since it allows a person to adapt to external conditions, to implement a whole complex of issues of taking into account the individual factor in the structure of the personnel management system in the organization. Therefore, it will be necessary to develop completely new approaches to the primacy of spirituality and values. The main aspect within the enterprise and the organization is the employee, and outside the organization is the consumers of the product. It is necessary to turn the spiritual consciousness of the worker towards the initiator, not the head. We must not forget to move to social norms based on a healthy economic essence. The hierarchy takes second place, giving way to spirituality, culture, and the market.

So

Thus, fixed assets are necessary for each enterprise to conduct its production process and activities. The optimal number of fixed assets allows increasing the production capacity of the enterprise, increasing labor productivity, reducing the cost of production, etc. Effective organization of fixed asset accounting allows accurate calculation of the cost of manufactured products, timely control of the condition of fixed assets and their timely renewal, fixed assets on the balance sheet of the enterprise are reflected in accounting depending on the state and attitude to the production process. Depreciation for the reproduction of fixed assets is calculated on a monthly basis on the cost-residual or start-up. The first group of problems studied is related to the fact that today there is an urgent issue of convergence of national standards with international standards. In this connection there are problems related to the classification, evaluation, synthetic and analytical accounting of basic means. The problem of accounting for fixed assets is especially relevant, since the production process and its result in general depend on the state of the means of labor. Non-compliance of regulatory aspects of accounting for fixed assets with international standards leads to difficulties for foreign investors in recognizing the reports of our country, presenting the real picture data.



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