



ISSUES OF THE ROLE OF HUMAN DEVELOPMENT IN INNOVATION PROCESSES

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Abstract

While the basic principles of modern value management are thoroughly analyzed in the article, the interaction of the human factor with economic efficiency is theoretically substantiated.

Keywords: Globalization, modification, transformation, professionalism, integration, potential.

As a result of the formation of a multi-axis economy in the country, the renewal of the structure of the production sector, changes associated with the labor market, a number of problems and risks arise. The privatization of public property, the development of individual private ownership, globalization processes have served to modify the labor market and re-structure the employment of the population, which has complicated the issue of searching for the necessary employees facing socio-economic systems, and has made the issue of finding new mechanisms for managing the innovation development of human resources at the expense of rational use. In its broad modern interpretation, the human factor is considered not simply as a production agent, but as a comprehensive, full-fledged representative of all stages of the re-creation range.

During the meeting, the parties discussed the potential for the development of the research process. Bunda bashkaruv object of adjectival labor valuable potential for the development of molding and placement, ishlab chikarish jaraenid ularni Hoi-joiyash, ularning of science-technology development maksal hadzhavigin, provided by the purpose of the juggling labor foidalanish and the value of movement, material and technical development, material and spiritual development leadership, shuningdek, labor affects the potential of economic development and improving the quality of life[1].

The fundamental principles of modern management of values, in our opinion, are considered to be the following purpose:

- the science that dictates the use of whole modern developments that can provide the maximum economic and social effect in this area;
- the totality of all areas of the issues of values and their accounting;





- systemicity, that is, the policy of values, is the calculation of the interdependence and interaction of certain constituents, including both economic and social results;
- efficiency, which means that any expenses in this area compensate for themselves through the results of economic activities.

In a transformative market environment, values management needs a special effective system and methods that allow the integration of initiative, creative activity, high discipline, professionalism, organization in a new system of socio-economic relations that sets the stage for independence in solving non-traditional situations[2].

The transition to market relations has shown that society has a strong need for management cadres that meet modern requirements and tasks. The practice of market reform stabilizes the strong need for managing values capable of real implementation of economic reforms and improving the quality of life of citizens, laying the groundwork for the creation of new social economic and political situations, improving the well-being of the population and raising the country economically.

The qualitative changes that have occurred in the Labor potential of Uzbekistan in the last decade have now appeared to be indisputable. Today, it is made up of more educated and endowed, much more mobilized, interested in participating in job decision-making, able to take risks, more engaged in mental work, much more entrepreneurial and independent people.

Managing this new generation of employees requires a different, more flexible and improved personnel policy than in the past. Human resources become more important in World Economic practice as it goes through the next economic upsurge, while the function of working with the personal, from an auxiliary branch of economic policy, becomes an important component of it.

The attitude to work with the personal in the conditions of the implementation of market reforms has changed much more or less influenced by the development of a new type of enterprises, the internationalization of their activities, the emergence of new conditions in the labor market, the shift towards an increase in the importance of social values in labor relations, the development of more

The profound economic changes taking place in the world over the next decades have shown that the same society is the driving force behind the development of diversity, complex systemicity in the structure and quality of Labor potential. Therefore, when analyzing the impact of the human factor on production processes, concepts such as the number of employees or employment know-how limitation, as well as the analysis of the human aspect of economic problems, cannot be understood as referring to the labor force of production, production employees.





The feature of Modern World Economic Development is that the personal characteristics of a person are becoming increasingly necessary and productive factors of economic development. Therefore, in theory and practice, such quality indicators as knowledge, qualifications, professional skills, production experience of employees, as well as personal qualities – ability, activity in work, responsibility and the same Singari are receiving a wide range of economic assessments. Qualities such as honesty, collectivism, inclusiveness, conscientiousness, empathy are also gaining importance in production[3].

The knowledge and qualifications that people possess and that they receive in the process of educational and professional training are combined with the practical qualifications acquired in the process of work, forming a certain reserve of production investment. Investing in teaching the maorif and the trade is similar in many ways to investing capital in other areas, so that many economists understand it as investing in human capital, which is desperately needed for the economic growth of any modern society.

In addition, the realization that in the current conditions, the modern conditions of managing huge production complexes and social systems create the risk of mistakes and mistakes, the possibility of out-of-control technical, medical and social processes at a time when the requirements for the profession include a broad social worldview in people, that personal interest depends on the satisfaction of social requirements[4].

In modern conditions, the interaction of the human factor with economic efficiency is also closely related to the global processes of the development of world civilization, in which a number of countries are at the end of their industrial stage and at the beginning of the end of the Hatto industrial stage.

In the next period, despite the fact that sufficiently low indicators are achieved, the reduction in the share of bands in most branches of the material sphere still continues. This decrease is occurring at a time when the market is increasing in fullness, both with the means of production and with consumer goods. Such a character of the ratio between employment and satisfaction of demand is actually a criterion for the rapid development of the economy. In this way, deep changes have occurred in the structure of the modern market economy in the ratio of the most important areas of employment, which is characterized by a rather increased share of intangible, especially spiritual production and industries serving it.

At the stage of innovation development of the economy, the role of conscious intervention in the development of production and the social sphere is also increasing. On this basis, over the next decades, new forms of government have developed, along with competition, a mechanism for coordinating the activities of





enterprises and organizations within each country and in the world economy has emerged, a system of interethnic regulation of economic development has been formed.

In modern economic science, this is more and more understandable, from this, economic development is associated with solving all aspects of social problems, already only in such conditions is the most fundamental factor of progress – Labor can be achieved in the process of the general development of the Labor potential of society, becoming a thoroughly educated, enterprising, creative force in theory and practice, In this regard, state social activity, which has not been adequately evaluated in the market system, is now recognized as a necessary aspect of the life of society. The social aspect is being taken into account in any planning and in solving problems of the economy, ecology, employment and others. In the science of modern economics, the ability of the economy to make effective qualitative and structural shifts, closely related to investments in human capital, is being put into the center of analysis. The main focus in this is on the types of human economic and social activities that ensure human maturation. The relationship between production, exchange, distribution, the Labor potential composed of consumption and the material potential, and the economic characteristic of interactions remain the main components of repeated production.

Deep changes are taking place not only in the material requirements of the population in developed countries, but in those areas where more and more spiritual, educational and cultural requirements are met. The processes taking place in the world now are not only fundamental changes in all economic conditions, but also the passion of the modern market economy to create conditions for an objective new look at the comprehensive material, social and spiritual development of all members of society.

The development trend of the world economy shows that knowledge, skill, competence, the ability and need to continue education are of particular importance as one of the important factors of development. According to international rating agencies, the modern global labor market for the period up to 2035 consists of automation and optimization, leading to the emptying of the labor force. Job retardation associated with increased robotization by 2025 is 10-30 percent. This, in turn, indicates that the development of human capital is obliged to come to the surface as a key factor in economic development. The share of human capital in national wealth in developed countries of the economy is about 80 percent. In this regard, the formation and development of human capital is a continuous, continuous, long-term





process, with a special emphasis on the development of human capital in the world's developed countries.

The formation and development of human capital is important for the long-term economic growth of the country, with the same or even more benefits as new innovation technologies. There are socio-demographic, institutional, integrative, socio-mental, environmental, economic, productive, demographic, socio-economic factors associated with the formation and development of human capital. Therefore, it is necessary that human capital is analyzed at the national, regional, sectoral level, as well as at the enterprise and individual level. In this, the analysis based on the study of the world experience in the formation and development of human capital is worth noting today.

In the formation of human capital in all countries of the world, the main focus is on the educational system. The importance of human capital is assessed on the basis of various approaches. And from an economic point of view, this is determined by the level of income of those who receive education. The results of studies show that each year of further education increases human income by an average of 10 percent. The quality of education is important in this. 325 Chinese experience from Asian countries is noteworthy in terms of quality of Education. Only 15-17% of the adult population in China is considered illiterate. If we compare this figure with other Asian countries – in India – 47%; in Bangladesh – 61%; in Pakistan – 59%; in Iran – 27%; in Turkey – 17%; in Indonesia-15% [4].

While China stands at the forefront of coverage with base education, it does not have very high rates of higher education coverage. This situation can be explained by two reasons, firstly, the fact that the share of educational costs in GDP is not high, and secondly, the stable development of Vocational-Technical Educational Institutions. Various forms of continuing general education and professional development of adults are common. If more than 3 million students study in higher education, professional-technical, pedagogical and medical educational institutions covered more than 12 million people. In addition, state-owned enterprises have a professional retraining system for those who have lost their jobs. In order to improve the quality of Education, China actively attracts foreign specialists and teachers to its universities and technoparks. By the beginning of the 21st century, there were more than 120 regions of development and new technology development (technoparks) in the country. In addition, in the Chinese educational system, strict attention is paid to qualifying, that is, only capable students can reach the upper stages of study. Due to the very large size of the competition, in order to enroll in higher education, sometimes 200-300 lab candidates will have to be overcome, and the school graduate





who has achieved this will have achieved tremendous success. In China, contract study is not very developed, while education financing is mainly done at the expense of state funds, a wide system of benefits for gifted students is valid.

In our opinion, the application of Chinese experiences such as sorting methods in the educational system, support of scientific and innovative activities by the state in higher schools and focus on training specialists of natural and technical directions according to socio-humanitarian specialties will have a positive effect on the development of human capital in the educational system of our country.

The Finnish experience from European countries is also noteworthy in the development of human capital by improving the quality of Education. In the early 1990s, a period of innovation policy was announced in Finland. This approach is based on the principle of "knowledge society" adopted by the organization for Economic Cooperation and development, which indicates that the Finnish experience, which has been growing in the top 326 places in the world in the last 20 years in terms of innovation and competitiveness, is precisely the basis of the high-quality life that the educational sphere has. According to 2022 indicators Finland was ranked 9th among 132 economies in the ranking of the most innovative economies (GII) and 11th in the Human Development Index (HDI) with 0.940 points [5].

The idea of the priority role of the material factors of production dominated economic science and practice until recently. Although this outdated idea was overcome in the following decades, the approaches inherent in it have not yet been completely eliminated, and in some countries with a transitional economy, a tendency to a superficial interpretation of the human factor remains.

The special importance of the rule on the increase in the human factor in the modern economy opens in two directions. Firstly, large shifts in the economy of developed countries, and secondly, changes caused by them in all branches of the chain of economic categories that relate to the sources and mechanism of an accelerated increase in the level of efficiency of the economy at the current stage of its development are evidence of this.

Modern economic practice proves that the most important consequences of shifts in the economy of developed countries in the world occur outside the material sphere. For example, in the 70s and 80s, changes in the economy associated with strength and energy directed towards the development of Man and social infrastructure were evident. This trend, despite a number of objective difficulties in the conditions of economic development, continued in the 90s. As a result, for the first time in practice in the following decades, the concept of investing, its composition and the content of investment policy itself changed. In addition to the material turnover in the structure





of the national economy, an independent multidisciplinary sphere of investments in human maturation as a physical and social subject has been fully formed in the structure of the national economy.

The main part of social spending on a person in determining the priority areas of expenditure of state funds and private funds was at the same level as investments in the material sphere as early as the 60s, which at the moment has significantly exceeded them. Human investment includes total funds spent on such areas as education, vocational training, migration, while material investment includes social reserves in the manner of land, buildings and equipment. The United States has a total wealth of approximately 54.5 trillion in 1991. if the dollar is valued, then 26 trln. the dollar, or 48 percent, fell on human investment. According to the results obtained, in 2020, the total wealth in the world reached \$ 514 trillion. At the beginning of the century, the figure was \$ 156 trillion. A third of this increase was attributed to the Chinese share. The country's total wealth has increased from \$ 7 trillion in 2000 to \$ 120 trillion in 2020. In the US, this figure was more than 2 times and reached \$ 90 trillion.

Summing up, increasing the role of human development in innovation processes, studying modern forms and methods of Personnel Management, and using it in practice give national enterprises the opportunity to achieve high economic results.

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