



MANAGEMENT DIRECTIONS OF HUMAN CAPITAL DEVELOPMENT

Rahmonova Manzura Shokirova

Annotation

In the article Human value is something abstract and high flight is not a concept. By human dignity, we mean, first of all, the peaceful and safe life of every citizen, the provision of his fundamental rights and freedoms. By human value, we mean the creation of decent living conditions and modern infrastructure for every citizen, provision of qualified medical services, quality education, social protection system, and creation of a healthy ecological environment.

Keywords: Man capital, a person capital value assessment, a person to the capital investments input efficiency assessment, a person capital to develop investments, investment.

Human capital development is important for solving many problems of the organization. Human capital needs to be managed, but it itself acts as a means of managing the profitability of the business. With its help, it is possible to stimulate the scientific and technical development of the enterprise, use new technologies, and increase efficiency. Today, the main approaches to the use of human capital are competent systems of motivation, leadership, the right style of management, organization of activities and prioritization. When using such approaches, human capital becomes a real tool for influencing socio-economic processes.

The possibility of chaotic formation of human capital cannot be denied. But if we expect the development of all its positive features from this phenomenon, it is necessary to consciously manage the process of formation and development of human capital. Worldwide, there is a shift away from the personnel management paradigm, with more and more businesses moving directly to human capital development management.

Prioritization is key in human capital management. Although striving to improve human life as much as possible is paying off, it is still not a priority in management. But the formation of human capital is based on this desire. In order to realize priorities, it is necessary to know people's interests, build a value system, establish social responsibility, and have appropriate resources. [1]. It is important to pay enough attention to working with employees. Look at how job advertisements are often formulated today: "required employees with work experience" or "required qualified professionals, responsible and communicative". The set of requirements is



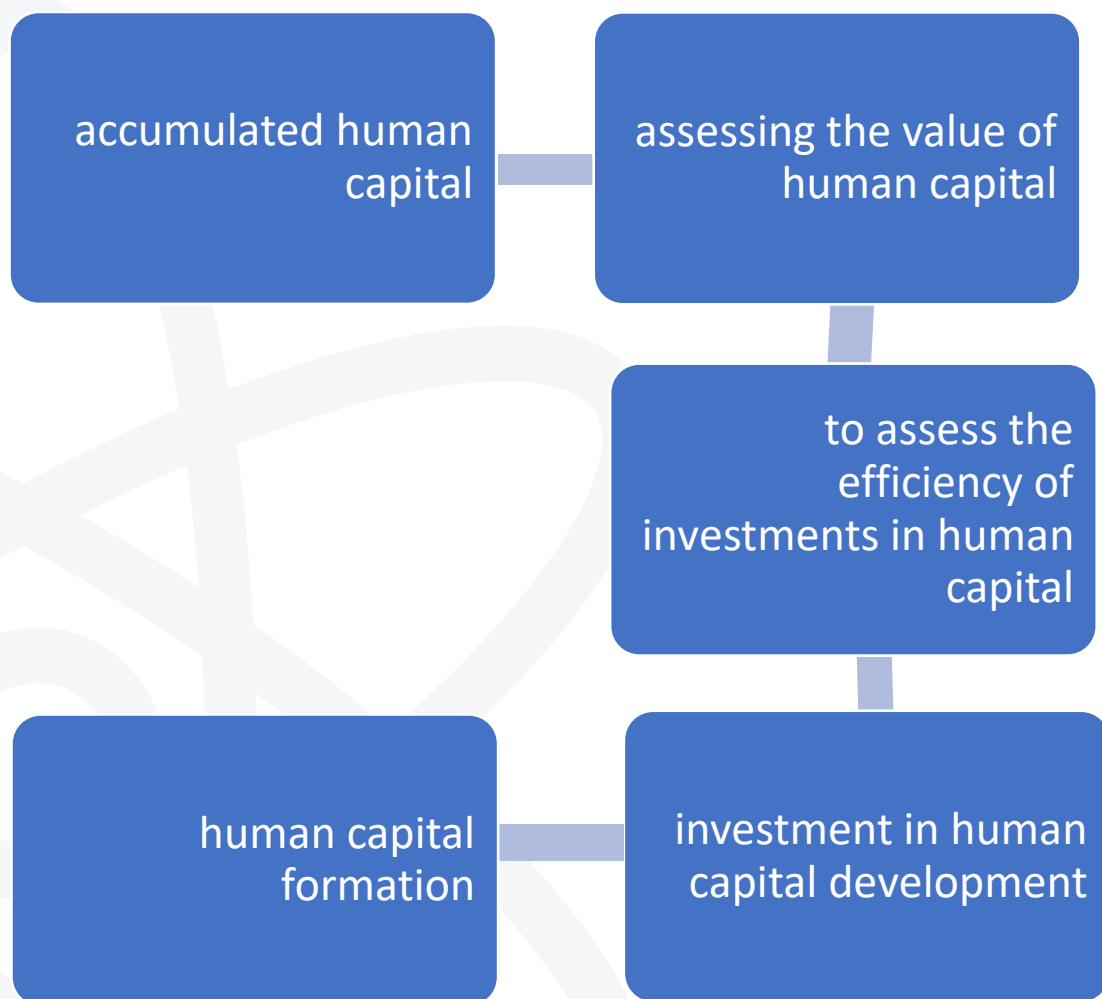


very specific. Of course, experience is important, but experience alone is not enough to maximize the full benefits of human capital.

Many hiring professionals now use psychological tests in hiring. They are also very useful in personnel studies. But tests do not always serve their purpose. They are not able to properly influence the formation and development of human capital.

For example, a large bank uses a 60-question test to find an employee. Vacancy - Assistant. And the questions allow you to assess the general knowledge and partial competence of accounting. Such a test does not determine the applicant's ability to abstract material, nor does it allow to determine the type of thinking and independence of decision-making in complex and conflicting situations. Consequently, the tests cannot fulfill the tasks of formation and development of human capital.

The creation of this asset occurs not only in the selection of employees, but also in the normal daily work of a manager.



Picture - 5. Man capital general scheme of management



Man capital formation and development the most important tools :
investment;

a person capital to increase help which gives , they education , healthy marriage style
and intellectual potential development with depends human qualities increased to
give encourage ;

experience and the work to seniority according to the work the right to define mean
grip to labor right pay incentive system create ;

management in processes done to be increased values installation ;

professional skill level and efficient work ability according to qualifications set ;

a person of capital information in the environment manifestation to be competence
factor directly information with to provide , of activity functional content as well
directly of the employee to education dependent ;

of culture all degrees development : general , organizational , corporate and others ;

activity right organize to achieve _ to increase contribution to add creative approach
, education activities encourage , self development encourage .[2]

We see hit factors in the complex a person of capital development effect does _ Theirs
all to each other connected and formed the only one system ... In the enterprise q is
used management priority directions , as well as employees evaluation methods
according to created this of the asset monitoring system organize reach through a
person capital formation and to develop help can _

The majority cases enterprises directly to employees expenses count method they use
Directly expenses own to work takes the work fee , from employees removable taxes ,
labor protection to do and his conditions improve expenses as well of employees
qualification increase and teaching expenses . That's all of expenses sum a person of
capital collected of value showing that it is not guess to do easy because _ above all
measures additional , capital _ self bring up and creativity through him carriers by
formation can _

Applicable again one the method is competitive pricing _ Enterprise creates optimal
conditions employees that's it . People another competitive to organizations than
more to employees convenience and benefits offer who does in the company to work
to enter aspirations need _ This from methodology used without , employee when he
left to the company delivered expenses and delivered damage evaluation important _
Such of investments circulation unwanted _ People crisis during in the enterprise stay
especially it is important because to squeeze the way difficult situation a person capital
is available when and even his increase it is possible in general new employees
attraction to do mean does not hold



A series enterprises a person capital value promising evaluation method they use His essence from that is that the value dynamics five , ten or even twenty year in perspective account is taken . Method very effective , especially innovations with depends long term big projects that's it answer gives _ Developing towards individual of employees value will change . Sometimes people especially high to the results they achieve , sometimes while from work they leave , that's it while organization that's it big to losses take will come These factors too account get kera k .[3]

**Table 2 Man resources strategic of management
SWOT analysis ;**

S (strengths) - Strong sides Career growth opportunities for employees due to the development of the company. The desire of employees to develop. Positive image of the company in the market.	W (weaknesses) High turnover of key personnel. Lack of uniform policies, procedures and rules in the field of personnel management. Weak connection with other brands and companies;
O (opportunities)-Opportunities Attracting highly qualified personnel. Work with educational institutions (business schools, universities, colleges). Formulation of uniform policies, procedures and rules in the field of personnel management. Reduce staff turnover by introducing systems for onboarding, coaching, apprenticeships, and layoff prevention. Basics of creating a training center and a self-financing organization.	T (threats) – Threats An increase in the number of potential employers departure of qualified personnel (including to competitors). Increased demand for qualified personnel in the market and estimated supply (demographic situation). An increase in market wages is an increase in personnel costs.

How effectively the organization uses human resources can be evaluated according to the following main indicators:

the employee's contribution to the organization's activities (profit per employee, achieving a certain share of sales, gross margin level);

staff costs; assessment is calculated by calculating the ratio of human resources costs to the total amount of costs, as well as costs per employee;

personnel status (level of education, qualifications, as well as indication of the level of personnel turnover, etc.);

employee engagement (it reflects the level of employee satisfaction with the provided conditions).



References

1. Bakieva I.A. "Economy of human resources" science (Study manual) - TDIU, 2011.
2. Bakieva I.A. "Economy of human resources" science (Study manual) - TDIU, 2011.
3. Abdurakhmanov K.Kh, Kudbiev Ss.D., Magroupov A.Yul. Human capital basis of development of innovative economics // International Journal of Psychosocial Rehabilitation. – 2020. – No. 4. – p. 3148-3161. – doi: 10.37200/IJPR/V24I4/PR201425 .

