



HUMAN RESOURCES POLICY – CONCEPTS AND ANALYSIS

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ABSTRACT

This article analyzes some concepts related to human resources policy, including the concepts of “human resources policy”, “personnel training”, and the author's rates for them are developed.

KEYWORDS

Human resources policy, personnel training, educational standards, specialist.

INTRODUCTION

The task of quality training, their proper selection and placement is considered one of the highest priorities of state policy. Since the development of society and the state's prestigious place in the world community depend on trained personnel.

The new edition of the Constitution of the Republic of Uzbekistan stipulates that “the State and its bodies, other organizations, officials, institutions of civil society and citizens act in accordance with the Constitution and laws” [1], which imposes great responsibility on the cadre.

Usually, the term “cadre” is understood to mean persons who have a certain specialty, knowledge and

experience in a certain area and work in a certain team [2, P. 18].

The explanatory dictionary of the Uzbek language describes that “Cadres (French. cadres – personnel) are employees, workers and servants of enterprises, institutions, etc., having special training”. [3, P. 522].

The National Encyclopedia of Uzbekistan contains that “Cadres (French cadre – personnel) – 1) the main staff of qualified employees of enterprises, institutions, firms, joint stock companies, banks, trade unions and public organizations”. [4, P. 479].

Also, in the legal encyclopedia on the content expressed above, cadre (French cadre – personnel) is

the main (staff) composition of the employees of the organization; all permanent employees [5, P. 398].

“Cadre” can also be divided into specialized personnel, managerial personnel and senior personnel. Specialized personnel refer to personnel working in a particular area of public authority and management in a particular specialty in a particular direction. It is from the specialist staff base that the reserve of executive and managerial personnel is formed.

The stage of formation of a person as a team begins with secondary schools, academic lyceums and colleges. The main contingent of personnel is trained in lyceums and colleges, and personnel with full higher education are trained at the level of bachelor's and master's degrees of the higher education system. Training of qualified personnel with high scientific potential is carried out by the system of doctoral studies [6, P. 46].

Correct implementation of human resources policy serves as a guarantee of stable work of all branches in each country and progressive development of state branches.

Political scientists and legal scholars tried to express their opinion through different views on human resources policy. In particular, J.K. Yusubova “Human resources policy is a strategy for managing the process of professional potential and its rational use, work with personnel, that is, the definition of the main directions and priorities in personnel management [6, P. 46]”, - said in the message.

V.R. Vesnin revealed the essence of human resources policy in general that “Human resources policy is a system of theoretical views, ideas, requirements, principles defining the main directions of work with personnel, its forms and methods”. [7, C. 240].

A.Ya. Kibanov, on the other hand, gave an explanation as follows: “Human resources policy is a system of knowledge, views, principles, methods and practical measures of state bodies and organizations at the main level of management aimed at defining goals, objectives, forms and methods of work with personnel in all areas of human activity”. [8, P. 208].

Legal scientist M. Dosymbek “Human resources policy is an integral part of the general policy on the implementation of human resources activities aimed at providing human resources through recruitment, admission, placement, training and use of personnel in accordance with applicable law in order to increase the labor potential of an enterprise. government agencies, organizations and social groups. Part”. [9, P. 35] tried to give a more precise definition.

In our opinion, based on the above definitions and expressed opinions, it is appropriate to give the author's definition:

Human resources policy is one of the highest priorities of state policy and represents the activity of the state in terms of personnel selection, recruitment, training, placement and provision with personnel.

Speaking about the state human resources policy, it is necessary to clarify the essence of such concepts as training, recruitment, placement of personnel, personnel potential, personnel reserve.

After gaining independence Uzbekistan began to establish a strict order and discipline in all spheres of our life, to place leading cadres in their proper place, to raise requirements to them. At that time, the material and technical base of the sphere of science and education and the personnel in our republic were in a deplorable state [10, P. 432].

As a result of the personnel training system reform, the National Personnel Training Program and the Law “On Education” were adopted for the first time on August 29, 1997.

The main goal of the national program was a radical reform of education, getting rid of the ideological attitudes and prejudices of the past, the creation of a national system of training of highly qualified personnel that meets high moral and ethical requirements at the level of developed democracies.

In addition, the national program defines the stages of implementation of the goals and objectives of the program, the national model of training, the main directions of development of the training system.

As a result of further reforming of personnel training policy, the President of the Republic of Uzbekistan Shavkat Mirziyoyev signed the new edition of the Law “On education” on September 23, 2021.

The newly enacted Law on Education consists of 11 chapters and 75 articles, which specify the following types of education:

- preschool education and upbringing;
- general secondary and specialized secondary education;
- vocational education;
- higher education;
- postgraduate education;
- retraining of personnel and improvement of their qualification;
- extracurricular education.
- The main purpose of this law was to establish the legal framework of education, vocational training of citizens, ensuring the constitutional right of everyone to education.

- The adoption of this law is a practical expression of the ongoing reforms in the social sphere and, along with the regulation of relations in the field of education, serves to improve the quality of education to the level of modern requirements.
- Article 3 of the Law “On Education” defines the main principles of the state policy in the sphere of education, including:
 - that education and upbringing are humane and democratic;
 - continuity and consistency of education;
 - compulsory general secondary and specialized secondary and vocational education;
 - the choice of the direction of specialized secondary and vocational education: training in an academic lyceum or vocational college;
 - the education system is secular in nature;
 - accessibility of education within the framework of state educational standards;
 - unified and differentiated approach to the choice of educational programs;
 - promotion of knowledge and talent;
 - inclusion of harmonization of state and public administration in the education system.

According to the Law “On Education”, education is equal for all, regardless of gender, language, age, race, nationality, religion, religion, social origin, occupation, social status and place of residence. The right to education is guaranteed for everyone residing in the territory of the Republic of Uzbekistan. The right to education includes:

- Development of state and non-state educational institutions;
- The organization of education in isolation and not in isolation from production;
- Free education on the basis of state education and training programs, as well as paid vocational

training in educational organizations on the basis of the contract;

- Graduates of all types of educational institutions have equal rights to enter the next level of educational institutions;
- Ensured by the provision of the right to be certified in accredited educational institutions to citizens who have been educated in a family or independently.

Citizens of other countries have the right to receive education in the Republic of Uzbekistan in accordance with international treaties [11].

Article 11 of the Law “On Education” stipulates that the training of highly qualified personnel is carried out in Bachelor and Master specialties of higher education, the training of highly qualified personnel is carried out in higher education organizations, i.e. universities, academies, institutes and higher schools.

To date, there are 159 higher educational institutions in Uzbekistan, in addition to military educational institutions. The training of personnel in the area of defense, security and law enforcement is conducted in accordance with the relevant laws, taking into account their specificities.

On the basis of the above, the author's definition of the concept of personnel training has been developed:

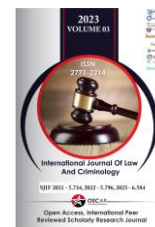
Training of personnel and specialists is carried out on the basis of the need of production in personnel, according to educational programs developed on the basis of state educational standards.

In conclusion, human resources policy is considered one of the priorities of the state. Proper implementation of human resources policy in our country serves to strengthen the development of any

sphere and the guarantee of reliable protection of the rights and legitimate interests of citizens.

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