



METHODS OF EFFECTIVE HUMAN RESOURCE MANAGEMENT

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ABSTRACT

Labor resources and their effective management are important factors in creating a perfect and competitive national economic system in the Republic of Uzbekistan. Therefore, the article covers issues such as the definition of the concept of "Management of human resources" and the study of the level of application of methods of effective management of human resources in Uzbekistan.

KEYWORDS

Human resource management, reengineering, organizational culture, Japanese culture, American experience, management, strategic management, personnel policy.

INTRODUCTION

Human resources (HR) are qualified professionals working in an enterprise. Human resource management is essentially personnel management and focuses on the employees who are the assets of the organization

Human resource management (HRM) is a strategic approach to managing employees in an enterprise. It is a system that involves recruiting, recruiting, training and developing employees to ensure they have the skills and knowledge necessary to achieve the organization's goals. Human resource management

also includes managing employee relations, ensuring compliance with laws and regulations, and handling employee concerns and complaints. It is an essential component of any successful enterprise and is essential to maintaining a productive and motivated workforce.

The main strategic functions of human resources are to balance the enterprise and business strategy; reengineering of organizational processes; mutual information communication with employees of the organization, change management. The Human Resource Management Manager is responsible for monitoring organizational leadership and management culture. Human Resources ensures compliance with employment and labor laws, which may vary by location.

President of the Republic of Uzbekistan Sh. Mirziyoyev, paying special attention to human resources, the ability of employees to work with people, innovative thinkers, broad-minded, educated abroad, young and talented personnel to the management positions of management bodies, enterprises and organizations. raised to a higher level. Also, the President of the Republic of Uzbekistan Sh. As a result of the adoption of Mirziyoyev's decree No. PF-5843 dated 03.10.2019 "On measures to improve the personnel policy and public services system in the Republic of Uzbekistan", there was a broad impetus to increase the efficiency of personnel policy and human resources management. Consequently, this decree showed the importance of

applying the human resource management system in state agencies and organizations in Uzbekistan.

A strategic approach to human resource management prioritizes new and long-term tasks. It also performs tasks such as planning human resources, planning the costs of the organization to increase personal skills and qualifications.

In human resources management, working with employees and the agile way of working gives priority to solving daily decisions that require administrative intervention, selecting and placing human resources, managing employee motivation, focusing on technical safety of employees, employees perform tasks of resolving conflicts and misunderstandings between and between employees and administration.

The use of American and Japanese experiences in the application of human resources management methods in Uzbekistan provides wide opportunities for effective management of resources. When using the Japanese experience in human resources management, the following skills should be considered:

- regular training of not only junior, but also senior employees;
- development of teamwork among employees;
- increasing diversity in the level of qualifications of employees;
- providing encouragement and motivation to employees.

Another effective aspect of the Japanese method of human resources management is that the loyalty of

workers and the company's positive attitude towards this loyalty are several times higher than in other countries and enterprises. The high level of mutual trust between the employee and the enterprise ensures not only the development of the organization, but also a stable environment within it. Using the Japanese experience in enterprise and human resource management can be highly effective.

Using the American experience, the following can be learned and researched:

- One of the most necessary tasks of human resources is to prioritize the culture, values and goals of the organization;
- The most important parameters in qualification improvement are its variety and breadth, ability to work in a team, quality of hard work, control of recording clear results;
- Convincing that the employee is an important part of the organization.

In many American enterprises, people are seen as the main factor of the organization's growth and the source of innovation, not as an ordinary worker - labor unit, and the management of employees and the attitude towards them are carefully studied.

A high internal culture of the organization's employees is important for achieving an advantage in the mutual competition of enterprises. The advantage in such enterprises was a strong internal organizational culture - common values, collective goals, strong leaders, high appreciation of loyalty.

For years, the strategic method of human resources management included regulation of labor resources and management of labor issues at the main level of the enterprise. However, nowadays, it becomes more important in human resources management for organizations to study and introduce Japanese methods, the experiences of large enterprises, to develop organizational culture, and to increase the contribution of human resources to achieve the main goals.

Along with the analysis of human resource management methods, it is necessary to study and follow the tasks of human resource management.

The duties of Human Resource Management (HRM) include:

1. Recruitment: This involves identifying and attracting talent with the necessary skills, knowledge and experience to fill vacancies in the organization.
2. Training and Development: The IRB is responsible for providing employees with the necessary training and development opportunities to acquire new skills and knowledge to perform their duties effectively.
3. Compensation and Benefits: IRB develops competitive compensation and benefits packages that attract and retain employees while being cost-effective.
4. Overall Management: The IRB monitors and analyzes employee performance, provides feedback and, where necessary, takes corrective action to ensure that

employees are performing effectively and contributing to the success of the organization.

5. Employee Relations: The IRB is responsible for fostering and maintaining a positive work environment by addressing employee concerns and supporting issues related to health and safety, diversity, and equity.

6. Compliance: The IRB ensures that the organization complies with labor laws and regulations by monitoring changes in laws and regulations and ensuring that the organization complies with them.

In short, the analysis shows that if the mechanisms for the formation of public and private human potential are sufficiently developed, the level of human capital and resources will increase, and the competitiveness of the organization will increase. Therefore, knowledge of modern and strategic functions, practices, processes and human resource management activities of public administration management staff and civil servants is a requirement of the time. Of course, mastering this knowledge requires constant self-study and practice. Educating a new generation of young, innovative-thinking, aspiring, patriotic, enthusiastic people in the country's administration and its systems and creating a system for their rational use is one of the most important tasks of Uzbekistan's modernization. Due to the independence of Uzbekistan, the development of society is directly related to the high knowledge and skills of personnel working in various departments of the economy.

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