

THE IMPORTANCE OF HUMAN RESOURCE MANAGEMENT IN AN AREA OF GLOBAL ECONOMIC DEVELOPMENT

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Rozimatov Sanjarbek Qosimjon ugli

Tashkent State University of Economics

Student of the Faculty of "Economics"

Annotation

This article talks about the importance of human resources management in the modern market economy, global economic development and modern business environment. Private enterprise and business are growing every day. Proper management of human resources, as a result of such management, to increase the number of qualified specialists, increase their interest in work, ensure their attendance at training courses, increase their monthly salary, to protect their safety and health, and to legally protect them, major aspects such as ensuring their rights were discussed.

Key words

Management of human resources, globalization, efficiency, manager, discrimination, potential, dynamics of development, strategic planning.

Introduction

Human Resources Management (HRM) is a key function in today's business environment. It includes a wide range of functions, the bulk of which is an assessment of how to meet the needs of the recruit. Whether you use service providers or achieve these goals, there is a need to enforce a number of laws, such as recruitment, recruitment and training of the best staff, efficiency issues, administrative practices. Staff are the foundation of the organization, and proper management of their well-being determines the achievement of the organization's needs, goals and objectives. Enterprises should always ensure that management principles are in line with existing policies and rules for employees.

Material and method

As the main administrative tool within the organization, human resources management includes internal training of human resources (employees), selection, orientation, training, evaluation, productivity and wages of employees. The core objective of human resources management is to enhance the effectiveness and contribution of staff to the goals and objectives of the organization. For any

organization to succeed, there must be a balance of interdependence between the Personnel Management Division and other divisions. The goal of human resources management is to achieve the goals and objectives of the organization and look to the future through the development of people, who are the organization's most valuable asset. Companies and organizations are responsible for creating fair and transparent equal employment opportunities to ensure a conducive work environment for all employees. It must comply with the Corporate Principles of Equal Employment Opportunities (EEO) and the Affirmative Action Policy, which are binding on all organisations, and the achievement of a company's affirmative action goals should be seen as an important element in the management of an organization's human resources. Creating equal opportunities for service provision means hiring and doing business without unlawful bias as stated in the Discrimination and Harassment Policy. Employees respect the integrity, ethics and potential of their colleagues and commit to behave in accordance with their organization, defined by equal employment opportunities and affirmative action policies.

Human resources planning, recruitment and selection.

Over the years, the business world has undergone major changes in terms of recruitment and hiring of businessmen. However, human resources in the organization has always been seen as an important component in the selection, training and management of people so that the organization can achieve maximum results and its goals. Recruiting new employees is a complex process, as employers are selective and want to hire only the best of a wide range of employees. In this way, HR managers are able to set the rules to be followed from the beginning of the recruitment process to the actual recruitment of employees. When hiring managers should always choose the smartest person from the number of tested and interviewed. Proper recruitment policies and procedures determine whether an organization can retain its best staff. Some of the recommendations that the Human Resources Manager can use when hiring include:

1. Comprehensive review of CVs and employment applications as they are legal documents;
2. Compare the applicant's qualifications with the alleged job description and ensure that the criteria are met;
3. Verification of the applicant's educational qualifications;
4. Check if all working dates are given;
5. Checking the presence of cases of «jumping out of the workplace»;

6. Grouping of short-listed employees, for example (they are likely to be contacted and rejected);

7. Sending rejection letters to rejected applicants to prevent further calls.

However, there are many recommendations that human resources managers can use to manage the recruitment process, which vary from organization to organization, but determining what is best for them and what can be achieved, depends on the individual organization and manager.

Employees and employment relations.

Lack of regular certification of staff, low benefits and compensation, low salaries, and complaints about late payment of salaries put organizations at risk of losing valuable staff. Unless action is taken to prevent problems, the company may lose valuable experience and important business knowledge. The relationship between the organization and its customers, built over the years, can also be damaged, and it should not be forgotten that we lose our customers to competitors. All these negative effects affect the realization of the goals and objectives of the organization, for example, it may collapse or become bankrupt. However, this can be avoided by establishing a good working relationship between senior management and staff.

Safety and health

Employers are responsible for ensuring safe working conditions for their employees. Occupational safety and security is an important organizational and legal issue for senior management and staff managers. Addressing occupational safety and health issues saves employers money and brings more benefits to businesses. Direct cost savings for businesses when employees are healthy include: lower compensation, as well as health costs, affordable medical costs, and quality products. Adequate safety and health can significantly reduce indirect costs by improving efficiency, quality, self-confidence, administrative relationships and human resource utilization. It is clear that worker protection is the primary concern of all, and safety and health are important for companies and workplaces.

Compensation and benefits:

Wages, compensation and benefits are a reliable way of maintaining a warm working relationship between employer and employee in the organization. These relationships need to be developed so that everyone can compete and achieve maximum results, and staff managers need to see this. The assessment of an employee's performance is expressed as an assessment of the employee's performance in his specialty. The appraisal process is continuous and procedural, and managers can effectively use it to their advantage in determining the staff

member's salaries and compensation. When evaluating an employee's performance, optimum results are evaluated by: quantity and quality, punctuality, thrift, absenteeism or tardiness, creativity, gossip and other personal characteristics, personal qualities and manners, manager's assessment, management by objectives, 360. Degree or «Full Circle» is the evaluation of the evaluation center and community. The strategy should also include the definition of productivity targets so that the evaluator can determine what to expect from staff. Compensation and benefits should be based on staff performance.

Results

Human resource development

Different organizations adapt different methods and adapt to their goals, achieve them and remain relevant in the business environment. This is due to the wide range of forces that challenge various enterprises and their effectiveness. Here, the size of the business and the size of the industry play a role in determining the movement or way of organization. Trained and professional personnel managers are the main resource of business in terms of employee development. They must understand human resource dynamics and develop guidelines and procedures that can contribute to effective learning and development programmes for staff within the organization. Human resource development can be stimulated by a number of motivations that can help employees in their work. Some of these may include:

1. After evaluating the employees, HR managers recommend the need to improve productivity.
2. Development can be part of the organization's strategy and goals.
3. The administration can test or test a new organizational system.
4. Train your employees in specific and specific tasks.
5. Adopt human resource development as a requirement of continuity in business to equip employees with the necessary skills to fill new positions.
6. Improve the company's image, reduce staff turnover and increase the ability of employees to implement new strategies and innovations.

Discussion

The success of an organization depends on the involvement of all divisions within the organization and effective coordination between the Division of Personnel Management and other divisions. While other divisions, such as accounting, marketing and legal, work to achieve the organization's goals, an effective human resources office is key to achieving this goal. Its main objective is to increase the efficiency and contribution of staff to the achievement of the

organization's goals. All of the above-mentioned aspects work side by side to achieve the goals of the organization, none of which is more important than the other. They all relate to one aspect of staff performance. All these aspects of human resources management are interrelated. Personnel managers can also use the company's strategic planning system. It is usually a plan that defines how an organization will achieve its goals and resources. Since human resources are an important component of a business or organization, it is important that a human resources manager be able to align human resources management functions with the organization's strategic plans. Includes the mission, vision, indicators, timelines, leadership and management actions required to support the plan, as well as the course of action to implement the plan. People trained in human resources management are a top priority in development. It understood the dynamics of the organization and how to use its workforce to maximize results. Therefore, any organization, enterprise, company should use human resources management techniques to achieve maximum efficiency and retention of employees. It will then be possible to identify those with the greatest potential in certain areas. Enterprises must then start training people for certain positions. This can be done by explaining to the employee what role he wants to take over, and clearly understanding what the company expects of him. If the staff member is ready, training should begin immediately and additional motivation should be provided through salary increases.

Conclusion

In conclusion, every company, enterprise or organization must be aware of the importance of human resources management and have a well-functioning personnel management system aimed at regularly improving the working environment. It is obvious that even employees need an effective human resources management department to meet the various needs and problems affecting employees and to ensure personal, professional and company growth. Many valuable knowledge, skills and experience are retained through the Performance Appraisal System, and challenges that constrain the company are being addressed. Employee training and development is also an important issue or component of a company's promotion and realization of its goals. Effective and professional human resources managers can anticipate and recommend problems such as employee distress or unnecessary actions in the company, and save the company from possible consequences. In addition, staff managers can use strategic planning as a way to align a company's human resources needs with its goals. In this way, the

company's goals and values are preserved, and employees feel safe within the company, increasing their commitment and loyalty.

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