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# ORGANIZATIONAL AND ECONOMIC PRINCIPLES AND EVALUATION METHODS OF IMPROVING PERSONNEL COMPETENCE IN THE DEVELOPMENT OF AGROCLUSTERS IN UZBEKISTAN

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## Abstract

The article describes the assessment of personnel potential in the development of agro clusters. As a result of the analysis, effective use of personnel skills depends on the successful operation of agro cluster enterprises, the joint activity of those working in them gives high results, their qualifications, professional training and educational level, the working and living conditions of workers, and the satisfaction of their material and spiritual needs.

**Keywords:** integration, labor resources, labor productivity, production, cluster, agriculture, strategy, industry development, labor potential, labor efficiency, labor consumption.

**Introduction.** Effective use of the labor potential of the rural population in the conditions of economic renewal is an important factor in achieving social harmony and stability, and in the economic development of the society. The development of market relations in the field of employment of the rural population in the strategy of our government focused on the human factor involves creating conditions for every able-bodied person to develop his skills and ensure his own work style.

It is no secret that after Uzbekistan gained independence, fundamental changes took place in the field of personnel training in our country. Therefore, the government of Uzbekistan is creating theoretical mechanisms for the implementation of political, economic, and spiritual reforms in our country, ensuring employment of the population, in particular, effective use of the labor potential of the rural population.

Part of the country's population of working age, structural element of economic resources; Women between the ages of 16 and 55 and men under the age of 60 are included in the labor force. As people get older, they initially join the Labor force and then (as they age) leave it. In most countries, including Uzbekistan, people aged 16-59 are included in the labor force. The growth of labor resources depends on the increase of the population. The more young people in the population, the faster Labor resources grow. At the end of the 20th century - the beginning of the 21st century, the labor force in Uzbekistan increased annually by 320-350 thousand people. Most of them are those who have entered the working age.

If the number of labor resources is a quantitative expression, then the level of knowledge, skills, professional skills and entrepreneurship of people of working age creates its quality. Spending on education, training, improving skills, providing health, and strengthening it is an investment in human capital and serves to repeatedly create labor resources. Labor resources are distributed through the labor market. Employment of labor resources - employment of people of working age, their participation in the creation of goods and services. Unemployed people are those who cannot find a job while applying for work in the labor force.

**Analysis of literature on the subject.** Currently, in Uzbekistan, there is not enough training of personnel at the level of today's requirements in the industries that determine technical development. That is why there are imbalances between the training and knowledge of

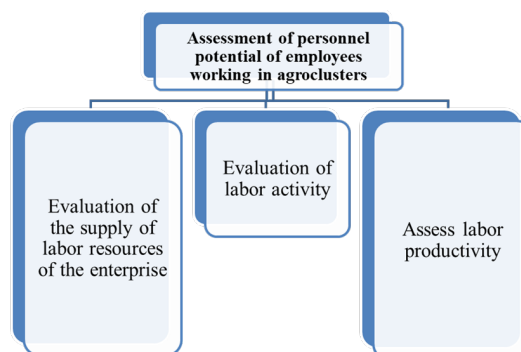
the new jobs that are being created. For example, in the development strategy of New Uzbekistan for 2022-2026, the priority task is to increase the income of peasants and farmers by at least 2 times, to bring the annual growth of agriculture to at least 5% through the intensive development of agriculture on a scientific basis .

**Research methodology.** In order to prepare young people for work, students of general education schools, secondary special and vocational educational institutions should be given light work that does not harm their health and spiritual and moral development, and does not disrupt the educational process. "in order to do it in their spare time from winter - after they turn fifteen, it is allowed to hire them with the written consent of one of their parents or one of their substitutes .

**Method.** We also need to clarify the definition of "labor efficiency". It is one of the indicators of the use of labor resources. Efficiency in any type of activity is ultimately measured by time, the time spent on producing a unit of goods or a unit of services. Great attention is paid to the requirements for the quality of products and services.

From this point of view, the efficiency of the implementation of labor is the reduction of labor costs for a high-quality final result.

One of the important levers for solving the above-mentioned issues is the effective use of food resources in the development of the integration of agricultural sectors.



**Figure 1. Assessment of personnel potential of employees working in agro clusters.**

Therefore, it is appropriate to ensure the following measures are implemented in order to fully and effectively use labor resources in agriculture throughout the year and to increase the productivity of their work:

- organization of additional jobs taking into account



the development of the network;

- improvement of the network's production structure and improvement of material and technical support;
- consistent implementation of new techniques and effective technologies in agriculture;
- development of forms of entrepreneurship in the village;
- creation of all conditions for working and living in the village;
- organization and development of effective types of labor organization;
- training of personnel, improvement of their qualifications, improvement of their material and moral stimulation, etc.

**Analysis and results.** It takes into account not only the biological characteristics of the human organism, but also the social and economic conditions in the country, the standard of living of the population, the state of the general, secondary and higher education system, the average life expectancy, etc. Based on these, the population can be divided into 6 groups according to age.

**Table 1.**

**Structure of labor resources in the Republic of Uzbekistan. (thousand people).**

| № | Indicators                       | Yillar  |         |         |         | 2022 yil 2018 yilga nisbatan % |
|---|----------------------------------|---------|---------|---------|---------|--------------------------------|
|   |                                  | 2018    | 2019    | 2020    | 2022    |                                |
| 1 | Total labor resources            | 17899,1 | 18104,8 | 18250,1 | 18492,6 | 103,3                          |
| 2 | Economically active population   | 13163   | 13505,4 | 13750,8 | 14022,4 | 106,5                          |
| 3 | They are busy                    | 12523,3 | 12818,4 | 13052,5 | 13298,4 | 106,2                          |
| 4 | Population in need of work       | 639,7   | 687     | 698,3   | 724     | 113,2                          |
| 5 | Economically inactive population | 4736,1  | 4599,4  | 4499,3  | 4470,2  | 94,4                           |

Source: Compiled based on the information of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

It is important to analyze labor indicators in production enterprises by separate indicators. The main indicator of the enterprise is the volume of the produced product. Product volume can be increased not only by increasing labor productivity, but also by increasing the number of workers. In this case, the labor productivity indicator is considered the main indicator.

**Table 2.**

**Personnel quality composition of employees of "Kharir tola" LLC in Jalakuduq district.**

| Indicators   | 2021 year |         | 2022 year |         |
|--|-----------|---------|-----------|---------|
|  | Number    | Percent | Number    | Percent |
| Total employees  | 250       | 100     | 275       | 100     |
| From this: Women and girls   | 185       | 74      | 190       | 69,1    |
| men  | 65        | 26      | 85        | 30,9    |
| Highly educated people   | 7         | 2,8     | 7         | 2,6     |
| People with secondary education  | 85        | 34      | 91        | 33,1    |
| Those who graduated from the courses of the country of knowledge                                     | 158       | 63,2    | 177       | 64,4    |
| According to length of service, employees of "Kharir Tola" LLC have been working for 3 years or more | 124       | 49,6    | 138       | 50,2    |

Source: Compiled based on statistical report data of "Kharir Tola" LLC in Jalakuduq district.

Analysis of personnel capacity building in agroclusters is carried out on the basis of a certain method. A method usually refers to a method of doing a certain job, which includes a set of different methods and necessary technical tools.

The main goal of assessing the potential of personnel in the development of agroclusters is to improve the basis of planning and management of production and economic activities in the enterprise, from departments to associations and networks.

In the process of analysis, it is necessary to study the

in all its directions, as well as to study the dynamics of the main indicators both in terms of the general conclusion and to the extent that it is appropriate for each employee. A comparative analysis of the enterprise will be conducted to give a full assessment. At the end of the analysis, certain measures aimed at increasing the level of social protection of the company's employees, improving their working conditions, social-cultural and housing-domestic conditions will be developed, which will be taken into account in the production of social development plans and collective agreements for the next year.

**Table 3.**

**In 2022, the state of use of labor resources of "Kharir Tola" LLC in Jalakuduq district.**

| Indicators                                     | Last year | 2022 year |          | Exclusion |         |
|--|-----------|-----------|----------|-----------|---------|
|  |           | Plan      | In fact  | Plan      | In fact |
| The average of employees annual issue (XS)     | 275       | 275       | 278      | -         | 3       |
| One worker in one year working days (D)        | 225       | 220       | 218      | -5        | -2      |
| Hours (S)                                      | 1766,25   | 1749      | 1722,2   | -17,25    | -44,05  |
| The average of the working day duration (M). S | 7,85      | 7,95      | 7,90     | -0,10     | -0,05   |
| Working time fund (S)                          | 485718,8  | 480975    | 478771,6 | -4743,8   | -6947,2 |

In 2022, when analyzing the state of utilization of labor resources of cotton clusters of "Kharir Tola" LLC in Jalakuduq District, Andijan Region, the average annual number of employees was planned to be 275 people, and in reality, it increased to 275 people or extrapolation by 3 people. In this enterprise, in 2022, the working days of one worker in a year were 225 days. In 2022, this indicator was planned to be 220 days, but in reality it was 218 days, or the number of working days of one worker per year actually decreased by 2 days (Table 3).

The full use of labor resources can be evaluated based on the number of days and hours worked by one employee during the analyzed period. Such an analysis is carried out for each category of employees, for each production unit and for the enterprise as a whole.

- The working time fund (IVF)
- depends on the number of employees (XS),
- the average number of days worked by one employee in a year (D)
- and the average duration of working time (M):

$$IVF = XS \times D \times M = 278 \times 218 \times 7,90 = 478771,6c$$

In the analyzed "Kharir Tola" LLC in Jalakuduq district, the actual working time fund in 2022 is -2203.4 hours less than planned.

$$\text{Working time fund (S)} = \text{In fact} - \text{Plan} = 478771,6 - 480975 = -2203,4$$

Through this formula, it is possible to successfully use the skills of personnel in the development of agroclusters, and it proves that the joint activity of those working in it is highly effective.

They were caused by various objective and subjective circumstances not provided for in the plan: additional vacations authorized by the administration, temporary incapacity for work due to illness of workers, absenteeism, cancellation due to malfunction of equipment, machines, mechanisms delays, lack of work, raw materials, materials, electricity, fuel, etc.

Each type of idle time distribution is analyzed in detail, especially enterprise-related idle time. Reducing the time wasted by the work team for reasons related to itself is a reserve for increasing production, it does not require additional capital funds and allows for quick results.

In general, due to the full use of the existing workforce,

increasing labor productivity, speeding up the production process, introducing common production techniques, improving the organization of the production process, it is possible to somewhat eliminate the tension in.

If the enterprise expands its activities, expands the production capacity and creates new jobs, then it is necessary to determine the additional needs for labor resources by categories and professions, and find sources of their attraction.

**Conclusions and suggestions.** The use of labor force in agriculture has a number of specific features. This is due to the technology used in production, the availability of equipment. One such feature is the seasonality of the use of the working day, which is caused by the mismatch between the work period and the production period. Seasonality is caused by the shortness of the working period, especially in agriculture, due to the dependence of planting, harvesting and other processes on the weather. The most time corresponds to the months when we collect the harvest (September, October), the least corresponds to the winter months (January, February).

The following conclusions and recommendations were developed in connection with a detailed study and scientific research of ways to assess the qualifications of employees working in agroclusters of Uzbekistan:

- To create all the conditions for the work and living of the members of the agricultural department of the Andijan region in the cotton-textile cluster of "Kharir tola" LLC in the Jalakuduq district, which is operating in an advanced and efficient manner, and to provide them with material and moral support. development and implementation of effective forms of promotion;

- At the present time, it is necessary to pay special attention to increase the labor productivity of citizens who have the ability to work in LLC. The most influential factor in solving this issue is material interest.

- Regular performance evaluation is necessary to evaluate the skills, knowledge and performance of employees working in agroclusters. It helps to improve performance.

- Creation of key performance indicators (KPI) of employees in agroclusters and its measurement. KPI monitoring helps to improve the achievement of the goals of agroclusters.

Using these evaluation methods, Uzbekistan can assess and improve the skills of employees working in agroclusters, which will lead to increased productivity, innovation and competitiveness in the agricultural sector.

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