

## The Importance of Oil and Fat Industry Personnel Management in Ensuring Food Security

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**Abstract:** The article examines the issues of personnel management of fat and oil enterprises in ensuring the stability of the Uzbek economy, as well as the author formulated scientific and practical conclusions.

**Keywords:** economic stability, digital economy, fat and oil enterprises, personnel, management, technology, innovation, wages, income, profit, position, education.



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**Introduction.** Natural disasters occurring on Earth as a result of climate change, water scarcity for irrigation, and drought make it difficult to grow food products. As a result, prices in world food markets are rising.

Today, food security issues are one of the main issues in the socio-economic policy of Uzbekistan. Now, issues of further improving the well-being and quality of life of the population, full provision of the population with food, are inextricably linked with the problem of ensuring food security. Therefore, the management of oil and fat industry personnel plays an important role in ensuring food security based on the implementation of the food program in Uzbekistan.

**Analysis of literature on the topic.** The New Uzbekistan Development Strategy defines the tasks of..."training highly qualified personnel in accordance with the modern needs of the labor market..."[3]. The effective implementation of these tasks requires further improvement of the personnel management mechanism at the enterprises of the republic, providing enterprises with experienced, highly qualified personnel, and increasing the efficiency of management.

According to the Russian economist Yu. G. Odegov, "personnel management is a management and personnel management system of the organization's management using psychological, legal, economic, and social methods, in which it is considered as an area of activity aimed at increasing the effectiveness of the organization by increasing the effectiveness of work with specialists"[4]. This definition reflects the relationship between the organization's activities and its workforce. It is emphasized that it is through increasing employee efficiency that the overall effectiveness of the organization increases.

The Uzbek economist, Academician K.Kh.Abdurakhmanov, extensively substantiated the

theoretical aspects of labor resources, their formation and features, their rational and effective use. K.Kh. Abdurakhmanov asserts that personnel management is a system of organizational, socio-economic, psychological, moral, and legal relations aimed at the effective use of human potential in order to ensure the interests of individual employees and the enterprise as a whole[5].

Summarizing the above interpretations, we can say that personnel management is a set of interconnected techniques, forms, and methods of organizing work with personnel.

**As the theoretical and methodological basis of this article**, conclusions, proposals, and recommendations are given through comparative analysis with general economic literature and scientific articles, scientific works of economists, expert evaluation, and the author's experience.

**Analysis and results.** In recent years, as a result of the measures taken in the republic to develop the food industry, attract investment funds to the industry, and support export activities, the volume of food production has exceeded 6.1 billion US dollars, and their annual export volume has exceeded 510 million US dollars.

Also, over the past three years, the production of 75 types of import-substituting food products worth 289.9 million US dollars has been ensured, and the volume of imports has decreased by 7.4 percent. The share of the food industry in the republic's industry increased from 14 to 16.6 percent.

Over the past five years, work has accelerated on the introduction of effective mechanisms to support industrial production activities, modernization, technical and technological re-equipment of existing capacities, attracting investments in new projects, and further expanding the range of competitive products in the market.

Creating favorable conditions for the development of a healthy competitive environment in the republic and expanding the production of a wide range of oil and fat products, eliminating existing systemic problems in this industry is the most important condition for filling the market with high-quality, safe, affordable food products and ensuring food security throughout the country.

At the same time, the limited raw material base, including the insufficient use of alternative oilseed crops, does not allow oil and fat enterprises to ensure the full utilization of existing production capacities and meet the market's demand for high-quality oil and fat products.

The low level of implementation of modern technologies at oil and fat enterprises hinders proper control and accounting of production activities, leads to cases of theft of raw materials and finished products, as well as other abuses.

Ineffective and non-compliant with modern market principles mechanisms for the distribution of raw material resources and finished oil and fat products lead to the emergence of a large number of speculative links and an artificial shortage in the market and, as a consequence, to an unjustified increase in the price of oil and fat products.

Therefore, personnel management in the oil and fat industry is of particular importance.

The issue of personnel management at oil and fat industry enterprises is one of the most priority issues for most enterprises, since profitability and competitiveness increase through effective personnel management.

Effective personnel management is the targeted activity of the organization's management personnel, including the development of the concept and strategy of personnel policy, principles and methods of personnel management. Personnel management consists of the systematic formation of personnel policy and management, determining the organization's need for personnel, planning and developing an operational plan for personnel activities, personnel marketing, identifying and improving personnel potential.

## Conclusions and proposals.

In conclusion, the specific directions of the personnel management system at oil and fat industry enterprises are manifested in the following:

- increase in labor productivity at the enterprise;
- optimization of human capital, working conditions, labor process design, labor standardization, and personnel planning;
- development of personnel selection, training, and certification processes;
- increasing the motivation and incentives of personnel;
- formation of wages and income;
- strengthening the relationships of workers in the team;
- conducting marketing research in personnel management;
- conducting personnel control;
- organization and improvement of personnel management.

Based on this, the personnel management system can be divided into two parts:

1. The economic system of personnel management, in which the problems of production and provision of services, distribution, exchange and consumption of material assets are leading;
2. The social system of personnel management, i.e., personnel development issues, are considered.

The role of human capital in personnel management methods stems from its two advantages:

man as a resource of the economic system - as an element of the production and management process, that is, man as a person with his own needs, values - is the main subject of management.

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