

Important Aspects of Personnel Management of Oil and Fat Enterprises

PhD, Azlarova D. A.

University of Science and Technology USAT, UZ, Department of Finance and Financial Technologies, associate professor

dazlarova@mail.ru

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.

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



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In our country, in the structure of the food industry, special attention is paid to the production of oil and fat products. In particular, in order to increase the volume of oil and fat products in the domestic market and fully meet the needs of the population for them, sufficient conditions and favorable opportunities have been created for production enterprises. Significant changes have taken place in stabilizing the economy, modernizing the production capacities of oil and fat industry enterprises, and introducing modern technologies in the processing of oilseed raw materials.

The activities of oil and fat industry enterprises largely depend on managers, their professional skills in the field of management.

To date, the "Digital Uzbekistan-2030"[1] program has been implemented in our country, and Resolution No. PP-4699 "On Measures for the Wide Implementation of the Digital Economy and E-Government" has been adopted. According to it, by 2023, the share of the digital economy in the country's gross domestic product is planned to double.

Optimization of the information system using marketing in the automation of production and management processes at oil and fat industry enterprises, as well as improvement of the CRM system, implementation of an information system for project management and assessment of the KPI level of personnel, implementation of a unified personnel management system (HR) for full functional monitoring of the stages of work with personnel are considered priority issues.

In this regard, as President Sh.M.Mirziyoyev noted, "The fact that more than 50 percent of the gross domestic product in developed countries is created at the expense of the "knowledge economy," that is, innovations and highly qualified personnel, clearly proves this". [2].

The presence of such problems as the development of a work plan for the personnel management process at oil and fat industry enterprises in our country, their integration for the implementation of labor activities, management of work processes, coordination of the work of individual subdivisions and employees of the enterprise, control of the work process, as well as the shortage of qualified specialists in the field who know the norms of international standards at the required level, requires the introduction of new management principles.

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 organizational, socio-economic, psychological, moral, and legal attitude towards personnel management, aimed at the effective use of human potential in order to ensure the interests of individual employees and the enterprise as a whole.

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. Currently, the rapid innovative changes taking place in the world, digitalization processes, and the introduction of artificial intelligence pose new urgent tasks for each state. Human resources are the main asset of any society, the driving force of the country's economy, and the main factor in the well-being of the state. It is human resources that play a decisive and strategic role in the rational use of all other resources. In this regard, attention to human resource management and development is constantly growing on a global scale.

The specific directions of the personnel management system at oil and fat industry enterprises in stabilizing the economy 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.

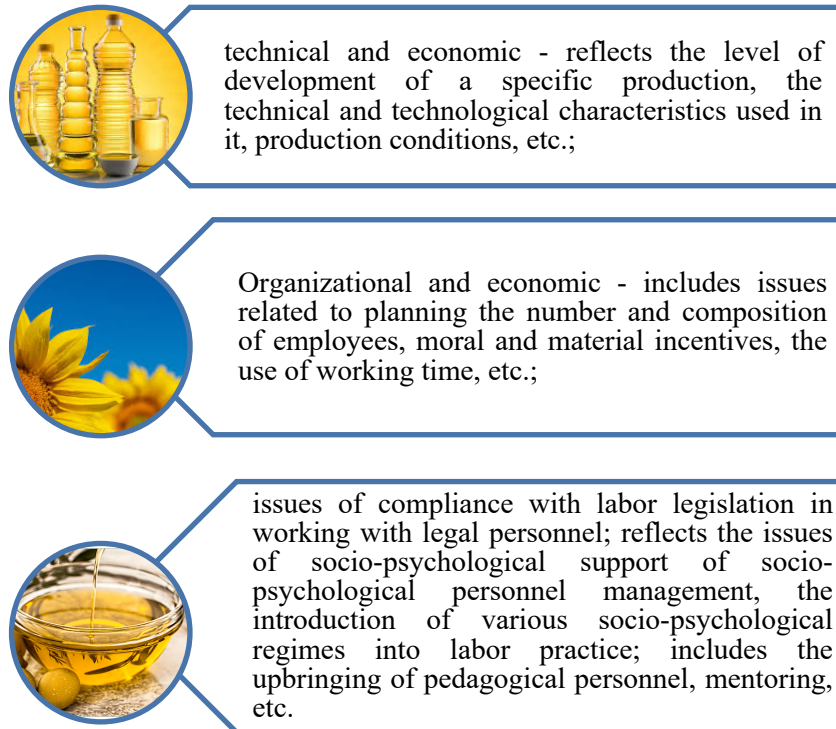


Figure 1. Significant aspects of personnel management at oil and fat industry enterprises

Personnel management is a social process and includes several aspects. In particular, there are the following aspects of personnel management:

In addition to the fact that personnel management has many aspects, it can be based on various conceptual rules. The concepts reflect the philosophy and fundamental principles of personnel management, based on the coordination of the interests of the enterprise's employee. The concept of personnel management includes the basic principles of management and its general direction, the rules of which are separate at the enterprise, but, nevertheless, the content of personnel management is common. Thus, the structure of personnel management includes:

In particular, the production of oil and fat products has its own requirements, according to which such tasks as protecting human life and health and preventing actions that distract consumers of oil and fat products, introducing technical regulation rules into practice, and harmonizing safety requirements are defined.

Conclusions and proposals.

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:

human as a resource of the economic system - as an element of the production and management process, that is, a person has their own needs values.

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