

## MANAGING THE USE OF LABOR POTENTIAL IN THE DEVELOPMENT OF INTEGRATION PROCESSES

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### ANNOTATION

In order to manage the use of labor potential in the development of integration processes, the article discusses the emergence of human capital as a form specific to almost all sectors of society.

*Keywords- Agricultural integration, intellectual potential, integration, human capital, workable, educated, professional knowledge, effective, fruitful, qualified, specialist.*

### INTRODUCTION

Labor, on the one hand, is the process of human creativity, purposeful activity, through which the appearance of objects of nature is changed and adapted to meet their needs, on the other hand, the participants of this process are the system of interaction, owners of means of production The interaction of the owners of the workforce (with the ability of useful products and services) is studied in terms of the position of different quantitative and qualitative characteristics<sup>1</sup>.

The qualification component of labor potential is, on the one hand, the readiness of the employee to perform constantly changing labor functions, labor change, on the other hand, is a factor shaping the attitude to work, labor discipline, labor intensity. It can be classified according to the characteristics that reflect the unique characteristics of each employee.

Labor emerges as a form of human capital specific to almost all sectors of society. Such a system of views on labor is inextricably linked with the appearance of human capital, more precisely, as a form of its realization, the need to cover the costs of its reconstruction. As such a source for the economic system, the cost of reproduction arises within the limits of the value of the labor force of the reproduction of the labor force. For the social system, it is the cost of re-creating the sum of the individual abilities of the state and society, the conditions for their development and use.

The first source is determined by the pace and scale, quality and competitiveness of the national economy. It is done through a labor market mechanism, in which the value of labor and its value are determined in that market.

The second source is determined by the state social policy, the resources of which are directed to the creation of conditions necessary for the formation of a harmoniously developed person and to compensate for the cost of rebuilding the ability to work.

### LITERATURE REVIEW

Thus, a socio-economic mechanism for the reconstruction of human capital is formed. As a result, they are aimed at increasing the efficiency of the cost of rebuilding human capital, which is the national wealth of society, its main achievement. Therefore, scientific research on its development, in particular, on increasing the efficiency of human capital reconstruction, is very useful, because market relations are subordinated to the ultimate result of capital investment, ie profit, as the main cause of labor activity. Modern concepts of human capital reconstruction are based on the study of the idealization of the mechanism of free competition and, in a sense, the concept of

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<sup>1</sup> Ekonomika truda: Uchebnik /Pod red.prof.P.E.Shlendera, i prof.Yu.P.Kokina. -M.:Yurist, 2002g. -56-str.

freedom of choice arising from A. Marshall's subjective assessment of economic entities, ie research at the microeconomic level. From this criticism, a new direction in political economy emerged and was called "neoclassical." Its most "productive" representatives are M. Friedman ("Capitalism and Freedom" (1962), "Freedom Vibora" (1979)) and others. Gary Stanley Becker was one of the founders of the theory of human capital and was awarded the 1992 Nobel Prize for expanding the scope of microeconomic analysis to "human behavior in the light of circumstances" and the broader problems of interaction. In 1953, Gary Becker defended his doctoral dissertation that justifies any investment in the human factor.

Becker raised the issue of human capital at the same time as scientists like T. Schultz and J. Mincer in the 1960s. His first article on the subject was the monograph Human Capital A Theoretical and Empirical Analysis (1964), which was awarded the Nobel Prize by the Royal Swiss Academy of Sciences for its contribution to modern economics. the largest contribution ”.

The idea put forward in Human Capital was that any investment in the human factor, whether private or public, was economically justified. Using examples, Becker proves that large expenditures on education and training of future professionals are equivalent to the purchase of new machinery and equipment, and in the future will bring great benefits not only to the enterprise and the firm itself, but to society as a whole.

**RESEARCH METHODOLOGY**

To understand the essence of human capital reproduction, a labor cost reproduction methodology has been developed. This is reflected in the table below.

Table 1.  
The cost structure of labor reproduction

| The full cost of reproducing the workforce   |   |
|--|---|
| Employers' labor costs, including:   | Expenditures of the state and local budgets for social purposes, including:   |
| <ul style="list-style-type: none"> <li>- Remuneration, including:</li> <li>- fee for the time worked,</li> <li>- payment for time not worked,</li> <li>- one-time incentive payments,</li> <li>- Meal cost,</li> <li>- housing for employees, their social protection,</li> <li>-professional training,</li> <li>-cultural services,</li> <li>-other labor costs,</li> <li>- taxes related to the use of labor.</li> </ul> | <ul style="list-style-type: none"> <li>- public education, professional training;</li> <li>-health, physical education and sports,</li> <li>- Measures for the implementation of social security, youth policy;</li> <li>-housing - utilities;</li> <li>- free preferential accommodation.</li> </ul> |

From this theory, this group of costs for the re-creation of the labor force does not completely solve the problem of re-building human capital and nurturing a fully developed individual.

Researchers have defined human capital as "human capital is the human factor in an organization, which incorporates a combination of intelligence, skills, and specialized knowledge that represents the uniqueness of the organization." The difference between people with different levels of education is reflected in the different salaries required to pay for this qualification. Therefore, an investment in professional knowledge can be compared to an investment in tangible assets. But such a comparison has certain limitations.

The transition to understanding the essence of the reproduction of human capital in the context of economic liberalization is felt in the economy of countries, including Uzbekistan, according to which the cost of reproduction of labor is formed at the expense of two sources:

- Employers' labor costs, including wages, meals, housing, social protection. Taxes on vocational training, cultural and social services and labor use;
- Expenditures of state and local budgets for social purposes, including public education, vocational training, health, physical culture and sports, social security, activities in the field of youth policy, housing and communal services, free and privileged housing separation and so on.

Such a system of attitudes to labor is inextricably linked with the appearance of human capital, more precisely, as a form of its realization, the need to cover the costs of its reconstruction. As such a source for the economic system, the cost of reproduction arises within the limits of the value of the labor force of the reproduction of the labor force. For the social system, it is the cost of recreating the sum of the individual abilities of the state and society, the conditions for their development and use.

The main task of creating a social market economy is to build a market economy system in which the main goal and task of training qualified personnel is not only to increase production efficiency and profitability, but also to focus on the social needs of the population. While the market economy achieves the main goal of ensuring production efficiency, it also solves some social problems to some extent, because the solution of the main task of the market economy, which is to produce more products, is the result of labor in employment. leads to the payment of wages and so on.

Qualitative indicators of the labor force, a person's ability to work, his knowledge, experience and skills can be seen as human capital. This capital is made up of the natural ability of each person, which can increase in the process of education, vocational training and experience growth.

The value of labor is expressed as wages. The value (usefulness) of labor as a commodity is the creation of new value in the process of labor, the value of which is greater than the value of the use of labor. The case multiplied in this way is called value added. It is this added value that is the main source that shapes the organization's profits. The benefit is the return on capital that is the difference between cost and revenue. One of the main problems at the moment is:

- Weak relations between employers and educational institutions;
- low quality of vocational guidance of young people;
- Lack of a database on the types of professions and their number;
- The problem of inculcating the concept of professional variability in young people according to the standards of vocational education has not been resolved.

Therefore, the quality of training, employment and rational use of young professionals who are the future of our country in the development of the economy determines the relevance of the chosen monograph.

When it comes to the economic efficiency of human capital, it is assumed that the costs of training specialists in education and the profession will be recouped and bring high returns. Human capital itself includes accumulated expenditures on education, vocational training and other activities.

In the current situation, due to the complexity of the whole economic system of society, the number of its social institutions in the process of functioning of the labor market is increasing. These include:

- system of education and training;
- providing the labor market with qualified personnel at the national and regional levels;

- Social insurance of qualified unemployed;
- A system of government agencies and non-governmental organizations that provide links between the national, regional and local labor markets of the skilled labor force.

The high results achieved in production, of course, depend on the knowledge and skills of employees. In turn, the timely and accurate assessment of the results of this work will help them to increase their subsequent labor activity more rapidly.

The tasks of men in production are determined not only by the laws of mechanics, but also by the sufficiency of their knowledge and skills. It is impossible to effectively manage an enterprise without taking into account the impact of these laws. For this reason, as technical systems develop, it is necessary to simultaneously improve the skills of staff.

Such a situation is important for society, for the owner, and for the workforce in the current context of market relations. The workforce owner will do the work that matches their qualifications in the workplace, improve it, and become a unique professional. Thus, the term human resources can be called labor potential. Correctly defining the content of labor potential in terms of economic content requires the definition of such concepts as labor resources and number of employees.

A person's work capacity is defined as the physical and intellectual ability of that employee to perform a particular job at a given time. This is the definition given to a person's labor potential. Because people are different, their work potential is also different. One person can create a lot of material wealth or other result of labor in a certain unit of time, while another person can create more or less than that in that unit of time. Because of this, people's work potential determines their ability to be creative to varying degrees. The more skilled professionals there are, the more production will develop and, at the same time, the more competitive the unemployed will be in the labor market. Because one well-qualified specialist can replace a few ordinary workers. In this regard, Sahibkiran Amir Timur said in his charter that "a man of business, courage and determination, determination, entrepreneurial vigilance is better than thousands of careless and indifferent people."

Because a good professional knows his or her profession, any good professional is required to increase the salary that the employer receives for the work they do. If the employer does not agree to the salary increase, then such specialists will be fired. The reason is that qualified professionals are always well aware of the demand for their workforce.

The results of the activity depend on the qualifications of the performers, which include theoretical knowledge, professional skills as well as spiritual and economic aspects. The higher the level of economic knowledge of the direct producers of material goods, the greater their role in achieving positive results in production.

Labor potential can be defined as labor resources in terms of quality. What is clear from the above is that the concept of 'labor potential' is a special factor that helps to study the interaction of labor resources and the economy.

## CONCLUSIONS AND OFFERS

In our view, the essence of human capital is to consider its essence and only then to try to create a mechanism to cover the costs of its reconstruction. That is, the essence of human capital includes the ability to work, education, professional knowledge, skills, health, and is determined by the structure of the socio-economic system of society.

The task of making radical changes in the economic system, the transition to intensive methods of management requires human capital that fully meets the requirements of quality indicators, changing characteristics of production, structural changes, market requirements.

Therefore, the development of the economy creates a need for labor potential that meets all requirements. Qualitative indicators of labor potential include:

-Physical elements of work potential, which characterize the physical and mental capabilities of people related to health:

- The intellectual elements of labor potential, ie the accumulated knowledge and experience of labor resources in various aspects of the development of nature and society, achievements in science and technology, economics and culture:

- Social elements of labor potential, human labor potential is related to the social environment, social justice and the level of social protection.

The following should be taken into account when assessing the effectiveness of the use of labor potential:

-Increase in living standards and quality of life, which is the basis for the expanded recovery of the population and labor resources:

-Increase in social labor productivity as a result of the interaction of all factors of economic development:

- Proportionality of demand for labor supply, which is a condition and indicator of ensuring decent employment:

- The role of labor potential in the system of economic security.

In summary, knowledge has become a key factor in production in managing the use of labor potential in the development of integration processes because of its impact on society and the economy, while traditional factors such as natural resources, labor and capital are of secondary importance. But in our view, the possession of knowledge cannot be a productive force without man.

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