



IMPROVING EFFICIENT USE OF HUMAN RESOURCES IN THE LABOR MARKET

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Annotation. *Human capital of world countries and the level of its use are evaluated through various international indices. In these indexes, countries with high scientific and technical potential, scientific and scientific research, investments in human capital and high efficiency indicators of expenses have a leading position. This is one of the main global indicators for evaluating the effectiveness of human resources.*

Key words. *Man resources, labor resources, employment, people resources efficient use, incomplete employment, micro, meso, macro, mega level.*

Continuous research and analysis of human resources and their use in the country is a very important process for economic development.

Along with the management of material and natural resources in enterprises and organizations, the management of people is the main component of the enterprise. However, by definition, people are fundamentally different from all the resources that organizations use, and therefore require special management methods. Let's focus on the methods of managing people:

- people have intelligence, and their reaction to the external environment (management) is not a mechanical one, but an emotional - **thought** , conscious reaction. Therefore, the process of interaction between the organization and the employee is two-way;

- people are able to constantly improve and develop. In today's era of scientific and technical progress, technology, as well as professional skills, become obsolete within a few years . Therefore, the ability of employees to constantly improve and develop is the most important and long-lasting source of increasing the efficiency of the enterprise and organization;

- a person's working life lasts 30-50 years in today's society, accordingly, the interaction between a person and organizations is long-lasting;

- in most cases, people come to the enterprise and organization consciously, setting specific goals for themselves and expecting the organization to help them realize these goals. An employee's satisfaction from working in mutual cooperation with the enterprise and organization is an important condition for continuing this cooperation, as well as the enterprise's satisfaction from this cooperation.





Human resource management is a special type of activity according to the specific features, which requires the performance of special tasks and the presence of special qualities in the persons engaged in this activity.

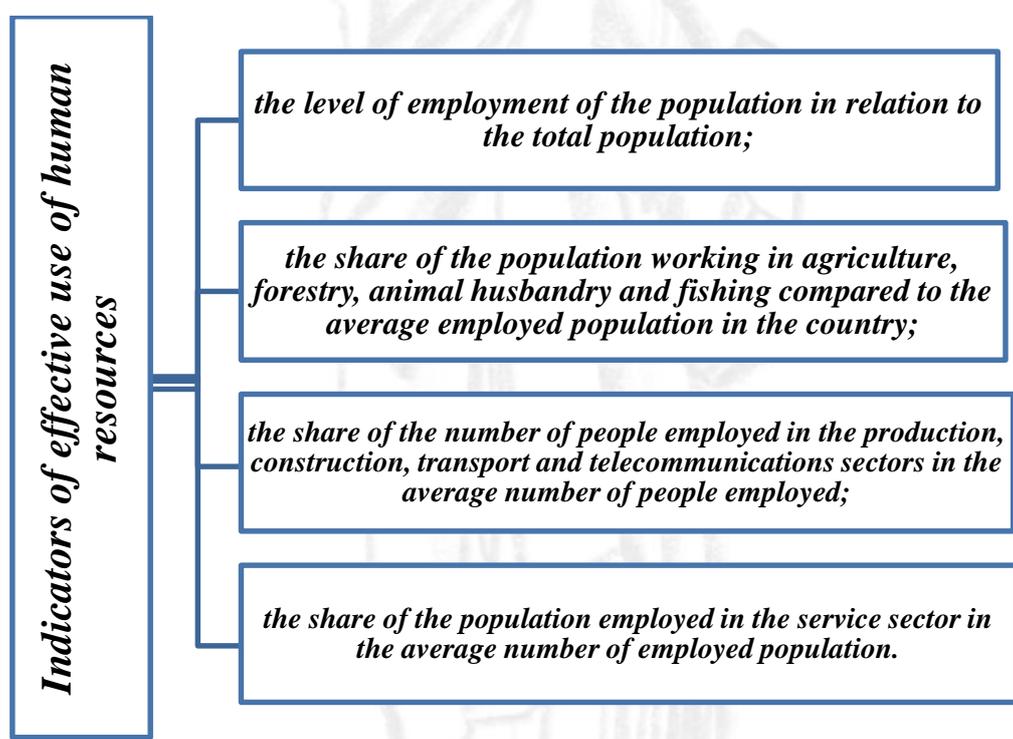
When the enterprise and organization purchase human resources, they try to use them effectively and efficiently to achieve organizational goals.

Human resource management can achieve the following goals:

- effective use of human resources;
- formation of good working relations between employees of the organization;
- to create and maintain a good social and spiritual environment in the team;
- of each person to ensure perfect development.

effective use of human resources:

1. Effective support for the employment of the population of working age within the human resources.



Indicators of effective use of human resources

2. Ensuring the compatibility of the employment structure of human resources with the development of the national economy.

3. Raising the educational and cultural level of the population of working age within the human resources;

4. Carrying out reforms in the human resource management system in the process of reforming economic systems.

In accordance with the system of effective use of human resources, it is desirable to determine the level of full employment and the indicators of underemployment, of the.





population, first of all, it should be based on the available opportunities in the labor market and suitable working conditions for the employed population. However, there is a concept of "full employment", which is calculated based on the potential opportunities of the working-age population, the desire to get a job, and the possibilities of protection from unemployment, and it has become an actual issue in the labor market.

Underemployment refers to the underutilization of the potential of the employed population in the economy. It can also be explained as the final result of the level of production possibilities in the national economy.

Effective use of human resources is very useful both economically and socially and is the basis of productivity. Human resources occupy an important place in the structure of resource value at any level, and potential is its basis. In the conditions of globalization, the development of the country's economy in an innovative and digital transformational way requires the creation of stable jobs, while increasing labor productivity, which is the basis of economic growth, requires the effective use of high-potential human resources.

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