



THEORETICAL BASIS OF HUMAN POWER MANAGEMENT IN THE DEVELOPMENT OF AGRO-INDUSTRIAL INTEGRATION

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Abstract: *Today, the process of integration and globalization is developing rapidly around the world. This process is a period not only for the newly independent states, but also for the developed countries of the world to form serious scientific and practical views and develop the most optimal ways to participate in this process. This article reveals the scientific and theoretical basis of human resource management in the development of agro-cluster activities.*

Key words: *Agricultural integration, intellectual potential, cluster, integration, human capital, workable, educated, professional knowledge, effective, fruitful, qualified, specialist.*

Integration processes lead to co-operation between the components of the interconnected framework and the systemic division of labor that has been formed. Integrated components have different levels of autonomy.

Integration is a very broad concept. Today, people need to better understand the essence of the integration process. "Integration" is derived from the Latin word "integration", which means "whole"; Integration means to develop in an interconnected way, to unite as a whole, to make it whole[6,8]. Integration refers to the integration of different parts and elements into one system.

In the philosophy of Herbert Spencer (1820–1903), integration is understood to be the consolidation of scattered internal processes into a single whole, while disintegration is the opposite of the disintegration of a dense object as a result of the acceleration of motion. Spencer often uses the word "integration" in the same sense as the concept of aggregation. is the result[4].

In our opinion, the integration of agro-industrial sectors is a single organizational and technological approach to the provision of agricultural production facilities to meet the needs of the population in food, production, storage, processing, sale and service of agricultural products. and integration into the socio-economic system and the process of establishing interconnected and mutually beneficial economic relations[8,9]. In this process, a certain part of the technological process integrated into a single chain system is carried out by specialized industries or enterprises and prepares them for the next technological stage.

Thus, agro-industrial integration is a single organizational-technological and technological support of the population in the production, storage, processing, sale and service of agricultural products, providing them with the means of agricultural production in order to meet their food needs. integration into the socio-economic system and the process of establishing interconnected and mutually beneficial economic relations[6]. At the same time, the integration process depends on the economic situation and opportunities of the regions. As a result, all sectors can participate in the inter-sectoral division of labor.



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In turn, the development of agricultural integration requires qualified specialists. There have been a number of changes in the system of higher education to train quality professionals. Based on the Resolution of the President of the Republic of Uzbekistan № 2909 of April 20, 2017 "On measures to further develop the system of higher education" and Resolution № 3151 is aimed at developing intellectual capacity to enhance integration. Intellectual potential is the economic efficiency of human capital.

These are the immortal values that have lived on for centuries. They give meaning to life, increase spirituality and contribute to the development of society.

Achieving full team management is the most important goal ahead. "It is useful to get acquainted with the views of Japanese and American experts who manage large corporations to assess the evolution of human resource management and future directions in its development[2]. Japanese managers believe that the future policy in the field of management is to use 78.9% of the potential of human resources. determined by the structure of the economic system. This connection is much more complex and goes beyond the social and economic spheres of life, because labor is common and exists in almost all spheres of public life, such as politics, defense, and so on.

A comparison of some indicators of agriculture in Uzbekistan and developed countries confirms this[1]. For example, the Netherlands, with a population of 16 million and 1.038 million hectares of arable land (60% of which is developed near the sea), produced \$ 131 billion worth of agricultural products, with a population of 33 million and 4.4 million hectares. In Uzbekistan, which has arable land, the figure is only \$ 13.2 billion.

At the same time, socio-economic reforms and significant changes are taking place in the agricultural sector, which create the real conditions for the development and consistent development of human resources as a decisive force.

To understand the nature of human capital reproduction, a labor cost reproduction methodology has been developed which is reflected in the following table.

Table 1. The structure of labor reproduction costs

The full cost of creating a workforce	
Employers' labor costs, including:	Expenditures of the state and local budgets for social purposes, including:
-Salary, including: - fee for the time worked, - payment for time not worked, - One-time incentive payments, -food cost, - Housing for employees, their social protection, -professional training, -cultural services, -other labor costs, - labor use taxes.	- public education, professional training; -health, physical education and sports, -Social security, youth policy implementation measures; -housing - utilities; - Allocation of free preferential accommodation.

The following features should be taken into account when expressing human resources [3]:

- Personnel potential is a certain resource in terms of skills and abilities, ie it can be accumulated;
- human capital is being destroyed physically and mentally. The decay of human capital is determined, firstly, by the natural decay (aging) of the human body and its inherent psychophysiological functions, and secondly, by the degree of spiritual decay (obsolescence) of knowledge.



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- The natural cycle occurs as a result of the replacement of employees at the end of employment or retirement.
- The economic cycle is associated with changes in the type of production of technology and equipment, which leads to the retraining of workers and their adoption of new professions.
- Innovative turnover is associated with qualitative changes in machinery and technology, improvement of methods of labor organization, increase in professional characteristics of employees, improvement of quality, productivity and growth of wages.

In short, in the development of agro-industrial integration in the country, in the management of human resources, the main focus should be on human capital.

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