



SCIENTIFIC AND THEORETICAL PRINCIPLES OF PERSONNEL COMPETENCE MANAGEMENT IN A BUILDING MATERIALS MANUFACTURING ENTERPRISE

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Abstract: Today, much attention is being paid to the development of the construction industry and further improvement of the industry, like all industries and sectors. In particular, large-scale economic reforms aimed at modernization of the country's economy, creation and expansion of production facilities and social sphere objects, and reconstruction are being carried out. In this article, the theoretical basis of personnel competence management in the enterprise of production of building materials was widely covered.

Keywords: Building materials, investment, integration, human capital, intellectual potential, innovative development.

As a result of the reforms carried out in our republic, today much attention is being paid to the development of the construction industry and further improvement of the industry, like all industries and sectors. In particular, large-scale economic reforms aimed at modernization of the country's economy, creation and expansion of production facilities and social sphere objects, and reconstruction are being carried out.

Taking into account the deepening of economic reforms in the construction materials industry and the rapid development of the network, the increase in the production of new modern construction materials, constructions and products and the expansion of their types, the implementation of national programs for the development of personnel training, school education and housing construction. ensuring the satisfaction of the domestic market's demand for construction materials, as well as increasing the export potential is becoming one of the priority tasks of economic reforms.

The construction industry is one of the sectors that record stable growth rates among the sectors of the national economy as a priority direction of the economy of Uzbekistan. Increasing the efficiency of the management system of the construction materials industry, encouraging the organization of deep processing of local raw materials, introducing advanced technologies, diversifying the types of manufactured products and expanding the volume of exports, attracting investments to the industry, as well as the production of competitive products and a number of decisions and decrees by our honorable head of state in order to ensure stable growth of exports, as well as to further deepen structural changes in the construction materials industry aimed at modernization of enterprises, technical and technological renewal, and consistent implementation of set tasks accepted.

In particular, on February 20, 2019, "On measures for the fundamental improvement and comprehensive development of the construction materials industry" No. PQ-4198, on May 23, 2019 "On additional measures for the rapid development of the construction materials industry" The adoption of decisions No. PQ-4335 and No. PQ-3841 on July 9, 2018 "On additional measures to sustainably supply the domestic market with sand and gravel materials" formed the legal base of the industry.

In accordance with the President's decision on May 23, 2019, the activities of the Republican Scientific and Technical Council for the creation of new types of innovative construction materials



technologies were accelerated. That is, during 2019-2020, about 50 innovative projects in 10 areas were presented to this council for consideration. That is, during 2019-2020, about 50 innovative projects in 10 areas were presented to this council for consideration. Detailed information about this was given at the press conference organized by the association "Uzsanoatqurilishmateriallari" in our capital. According to the results of the competition announced and held by the Ministry of Innovative Development of the Republic of Uzbekistan, the total financial volume is 14.1 billion. 10 innovative projects worth soums were positively evaluated by the council and recommended for financing.

Amalga oshirilayotgan iqtisodiy islohotlarning amaliy natijasi sifatida statistik ma'lumotlarga e'tibor qaratar ekanmiz, 2021 yilda O'zbekiston Respublikasida jami 102492.7 mlrd. so'm qurilish ishlari bajarilib, o'sish sur'ati 2020 yilga nisbatan 121,9 % ni tashkil etdi.

Table 1. The volume of construction works carried out in the Republic of Uzbekistan in 2021 and the share of regional units in it

Areas	Construction work completed in 2021	The share of regions in the volume of total construction works
Republic of Uzbekistan	107492,7	
Republic of Karakalpakstan	4480,6	4,2
Andijan	5657,8	5,3
Bukhara	7401,1	6,9
Jizzakh	3085,4	2,9
Kashkadarya	6336,6	5,9
Navoi	5155,5	4,8
Namangan	5556,7	5,2
Samarkand	7385,7	6,9
Surkhandarya	5868,4	5,5
Syr Darya	2708,8	2,5
Tashkent	9401,2	8,7
Ferghana	6993,7	6,5
Khorezm	4228,5	3,9
Tashkent sh.	26535,3	24,7

As can be seen from the table, after the city of Tashkent (26535.3 billion soums), Tashkent (9401.2 billion soums), Bukhara (7401.1 billion soums), Samarkand (7385.7 billion soums) and Fergana (6993.7 billion soums) regions. Currently, the development of entrepreneurs engaged in construction activities is considered as one of the most priority directions for strengthening the national economy of our country. It can be seen from statistical data that in 2023, the total number of enterprises and organizations operating in the construction sector of the Republic of Uzbekistan will be 46.9 thousand, and this figure has increased by 3.3 thousand compared to last year.

In 2019-2021, the production of new types of products was launched at the network enterprises and certificates of product conformity were obtained (including sulfate-resistant portland cement, portland cement, composite portland cement, sandwich panels for roofing and wall covering (TPS-Z, TPS-S)).

This year, scientific and research institutes to create new types of building materials, design and optimize the properties of effective corrosion-resistant concrete for underground structures, technology for obtaining competitive packaging materials based on local raw materials and industrial waste, technology for obtaining plant polymers and composite materials based on it Research is being conducted in such directions.



In the Republic of Uzbekistan, standards defining the quality of construction materials are harmonized with international requirements, and 5458 international standards have been adopted.

In addition, in 2020, the Export Development Agency of the Ministry of Investments and Foreign Trade awarded 4 local construction materials production enterprises that conform to international standards. ISO 9001, ISO 14001, ISO 45001, ISO 50001, 585.7 million for the introduction of management systems. Financial assistance was provided in the amount of soums.

Specialists of the scientific research and engineering center of the "Uzsanoatqurilishmateriallari" association "UzqurilishmaterialLITI" LLC improved the professional education system on the basis of advanced foreign experiences, by introducing the stages of primary, secondary and secondary special professional education, training qualified and competitive personnel for the labor market and engaging employers in this process. extensive involvement was carried out.

In order to improve the professional education system based on advanced foreign experiences, train qualified and competitive personnel for the labor market through the introduction of primary, secondary and secondary special professional education stages and to attract employers to this process, Kizilqumsement JSC, Bekobodsement JSC, Okhangaronsement JSC » In cooperation with JSC, the construction material industry network qualification framework was developed. A total of 110 professional standards of working professions available in the system have been developed and registered with the Ministry of Employment and Labor Relations.

Also, professional education programs were harmonized with the levels of the International Standard Classification of Education (ISCE) adopted by the UNESCO organization, preparations were made for the full introduction of the National Qualification System of Uzbekistan into the educational process..

On the other hand, in the development of integration in the enterprise of production of building materials, qualified specialists are required. In order to train high-quality specialists, there have been several changes in the system of higher educational institutions. Based on the decision of the President of the Republic of Uzbekistan No. 2909 dated April 20, 2017 "On measures for the further development of the higher education system" and the decision No. 3151, it is considered to be directed to the development of intellectual potential in order to increase integration. Intellectual capacity is the economic efficiency of human capital.

These are the factors that glorify a person and raise his honor - these are the immortal values that have been living for centuries. They give meaning to life, raise spirituality and make a great contribution to the development of society.

Achieving membership of the entire labor team is the most important goal ahead. "To assess the evolution of HR management and future directions in its development, it is useful to get acquainted with the opinions of Japanese and American experts who manage large corporations. Japanese managers consider the future policy in the field of management to use 78.9 percent of human resources potential. The essence of personnel competence includes being able to work, having knowledge, professional knowledge, skills, health and is determined by the structure of the socio-economic system of the society. Such a relationship is more complex and goes beyond the boundaries of the social and economic spheres of life, because work has a general character and is present in almost all spheres of social life, for example, in politics, defense, etc.

At the moment, social-economic reforms and important changes are being implemented, which create the real conditions and conditions for personnel competence to act as a decisive force and develop consistently in the construction materials production enterprise.

The following features should be taken into account when expressing personnel competence:



- Personnel competence is considered as a certain reserve, that is, it can be accumulated;
- the earlier the economic investment starts, the sooner it starts bearing fruit. Also, the more significant and long-term the investment, the higher and longer it will bring benefits;
- "Two-way multiplying effect" has its place in the formation of personnel competence. Its essence is that in the process of education, in addition to the learner, the ability and skill of the teacher will increase, as a result, the income of both will increase;
- Human capital is deteriorating physically and mentally. Deterioration of human capital is determined, firstly, by the natural decay (aging) of the human body and psychophysiological functions characteristic of it, and secondly, by the level of spiritual decay (obsolescence) of knowledge.
- Natural turnover occurs as a result of replacement or retirement of employees upon completion of work.
- Economic circulation is related to the change in the type of production of technology, equipment, which leads to the retraining of workers and their acquisition of new professions.
- Innovative circulation is associated with quality changes in techniques and technology, improvement of labor organization methods, increase in professional qualifications of employees, improvement in quality, labor productivity and salary growth.

In conclusion, we believe that it is appropriate to focus primarily on human capital in the management of personnel competence in the country's construction materials production enterprise.

Currently, the construction and building materials production sectors in our country are experiencing innovative changes: new technologies are being adopted, energy and resource saving, and modern products are being produced.

The innovative development of the national economy requires the search for new methods of development of the industry in order to increase the production of construction materials with local materials (localization and import substitution), to reduce the cost of construction materials, to provide a logistical approach to the location of enterprises, to save energy and resources. to take specific measures requires the search for new methods of development of the sector, as well as the fuller and more rational use of the richest raw material potential.

Implementation of the tasks set before the industry means a sharp increase in the efficiency of the construction materials industry of the Republic of Uzbekistan, activation of investment processes, creation of new jobs and increase of export potential.

Creating all the conditions for the work and living of the members of the construction materials production enterprise, developing effective forms of their material and moral stimulation. and implementation will be a solid foundation for achieving high results in the management of personnel competence in the construction materials production enterprise.

Fundamental improvement of the composition of the Mekhnat team at the building materials production enterprise, and a sharp increase in the contribution of employees with special training and qualifications. - if necessary, first of all, it is necessary to ensure that employees receive at least 4-5 related vocational training.

It is necessary to strengthen the economic and legal knowledge and practical skills of the members of the construction materials production enterprise not only in the technical and technological fields.



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