



# IQTISODIYOT & TARAQQIYOT

*Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal*

**№3**



## 2025-YIL APREL. NAVBATDAN TASHQARI SON



ISSN: 2992-8982

<https://yashil-iqtisodiyot-taraqqiyot.uz/>

**2025**



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*Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal*

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*Elektron nashr. 441 sahifa.  
E'lon qilishga 2025-yil 1-aprelda ruxsat etildi.*

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**Muassis:** "Ma'rifat-print-media" MChJ

**Hamkorlarimiz:** Toshkent davlat iqtisodiyot universiteti, O'zR Tabiat resurslari vazirligi, O'zR Bosh prokuraturasi huzuridagi IJQK departamenti.

## Jurnalning ilmiyligi:

“Yashil” iqtisodiyot va taraqqiyot” jurnali

O'zbekiston Respublikasi Oliy ta'lim, fan va innovatsiyalar vazirligi huzuridagi Oliy attestatsiya komissiyasi rayosatining 2023-yil 28-fevraldagi 333/5-sonli qarori bilan ro'yxatdan o'tkazilgan.



# MUNDARIJA

ПРИНЦИПЫ ПЕРЕХОДА УЗБЕКИСТАНА К ЗЕЛЁНОЙ ЭКОНОМИКЕ, СУЩЕСТВУЮЩИЕ ПРОБЛЕМЫ И ПЕРСПЕКТИВНЫЕ ВОЗМОЖНОСТИ .....	12
Набиев Дилмурод Хамидуллаевич	
YaShIL TEXNOLOGIYALAR VA RAQAMLASH TIRISH TA'SIRIDA MEHNAT BOZORINING TRANSFORMASIYASI .....	19
Abduraxmanov Kalandar Xo'jaevich	
РОЛЬ ТВОРЧЕСКОГО ТРУДА В ПОВЫШЕНИИ ЕГО ЭФФЕКТИВНОСТИ .....	26
Гулямов Саидахор Саидахмедович, Икрамов Мурат Акрамович, Очилов Акрам Одилович	
BARQAROR RIVOJLANISHNI TA'MINLASH MAQSADIDA "YASHIL IQTISODIYOT"GA O'TISH ZARURATI .....	33
O.X. Hamidov, D.Sh. Yavmutov	
ESG-ИНСТРУМЕНТАРИЙ КАК ФАКТОР УСИЛЕНИЯ КОНКУРЕНТОСПОСОБНОСТИ РЕГИОНАЛЬНОЙ ЭКОНОМИКИ .....	38
Татьяна Юрьевна Анопоченко, Сергей Вадимович Ревунов, Роман Вадимович Ревунов	
TRANSITION OF RUSSIAN REGIONS TO A CLOSED-LOOP ECONOMY .....	49
Nikonov Sergey Mikhailovich, Ochilov Akram Odilovich, Filipenko Alexander Alexandrovich	
"YASHIL" IQTISODIYOTNING MOHIYATI VA TUZILISHI .....	53
Navruz-Zoda Baxtiyor Negmatovich	
ЗЕЛЕНАЯ ЭКОНОМИКА КАК ДРАЙВЕР УСТОЙЧИВОГО РАЗВИТИЯ РЫНКА ТРУДА И МОДЕРНИЗАЦИИ РАБОЧИХ МЕСТ В УЗБЕКИСТАНЕ .....	59
Зокирова Нодира Каландаровна	
KREATIV IQTISODIYOT VA UNING INDUSTRIYA TURLARINING NAZARIY MASALALARI .....	64
Mamayunus Pardaev, Obid Pardaev, Akram Ochilov	
EKOLOGIK OMILLARNI HISOBGA OLGAN HOLDA BARQAROR IQTISODIY O'SISHDA ERISHISH .....	73
Saidov Muhammadali Hakimovich, Ochilov Akram Odilovich, Esanbekov Diyorbek Mirzabek o'g'li	
INNOVASION TEXNOLOGIYALAR ASOSIDA MEVA-SABZAVOTCHILIK MAHSULOTLARI KOOPERASIYASINING SAMARADORLIGINI OSHIRISH YO'LLARI .....	81
Raxmatulla Ergashev	
KARTOSHKKA MOSLANUVCHAN NAVLARI TURLI EKISH MUDDATLARI VA MULCHALASHLARDA HOSILDORLIGI HAMDA IQTISODIY SAMARADORLIK KO'RSATKICHLARI .....	86
Ostonaqulov Toshtemir Eshimovich, Toshpulatova Surayyo Tulqin qizi, Ismayilov Alisher Isroilovich	
YASHIL IQTISODIYOT – INNOVATSION RIVOJLANISHNING KALITI .....	90
Mirzayev Kulmamat Djanakovich, Usmonov Murodjon Dusmurot o'g'li	
ПЕРСПЕКТИВЫ РАЗВИТИЯ «ЗЕЛЁНОЙ ЭКОНОМИКИ» В РЕСПУБЛИКЕ УЗБЕКИСТАН .....	93
Сайёра Насимовна Хамраева	
SABZAVOT (SHIRIN) MAKKAJO'XORI AJRATILGAN MOSLANUVCHAN NAV-DURAGAYLARINI ASOSIY VA TAKRORIY EKINLAR SIFATIDA TURLI MUDDATLARDA YETISHTIRISHNING IQTISODIY SAMARADORLIGI .....	97
Ostonaqulov Toshtemir Eshimovich, Nurillaev Ilhom Xolbek o'g'li, Jabborov Botir Shukurovich	
ZAMONAVIY BOZOR MUNOSABATLARIDA SAVDONI RIVOJLANTIRISHNING NAZARIY VA USLUBIY JIHATLARI .....	101
Ivatov Irisbek	
O'ZBEKISTONDA YASHIL IQTISODIYOTNI RIVOJLANTIRISH ISTIQBOLLARI .....	105
Yadgarov Akram Akbarovich, Abdiyeva Flora Botir qizi	
GREEN ECONOMY: GLOBAL PERSPECTIVE AND UZBEKISTAN'S PATH .....	110
Dilmurod Mirza-Akhmedovich Rasulev, Dildorakhon Ulugbek kizi Shomuradova	
OLIY TA'LIM XIZMATLARINI RAQAMLI TEXNOLOGIYALAR ASOSIDA TARG'IB QILISH BO'YICHA XORIJ TAJRIBASI .....	113
Musayev Bekjon Shukurillayevich	



TURIZM INDUSTRIYASINI BARQAROR STRATEGIK RIVOJLANTIRISHDA QO'LLANILADIGAN USULLAR TAHLILI .....	116
Turdibekov Xasan Ibragimovich	
ЗЕЛЁНОЕ ФИНАНСИРОВАНИЕ И ФАКТОРЫ ЕГО РАЗВИТИЯ В УЗБЕКИСТАНЕ .....	120
Орипов Ильхом Абдуллаевич	
Перспективы развития цифровой трансформации в Республике Узбекистан .....	128
Мусабеков Джорабек Хакимджанович, Воронин Сергей Александрович	
YASHIL IQTISODIYOT – BARQAROR RIVOJLANISHNING MUHIM OMILI SIFATIDA.....	133
G.Erkayeva	
Barqaror ish o'rinlarini yaratishda yashil iqtisodiyotning o'rni .....	138
Qo'chqorov G'aybulla Fayzullayevich, Qo'ziyeva Shaxnoza Bozor qizi	
ПРОБЛЕМЫ РАЗВИТИЯ ИНФОРМАЦИОННЫХ ТЕХНОЛОГИЙ В УЗБЕКИСТАНЕ .....	141
Фазлитдин Бахадирович Аминов	
RESPUBLIKADA EKOLOGIK TOZA MAHSULOT YETISHTIRISH ASOSIDA ELEKTRON SAVDONI RIVOJLANTIRISH.....	145
Q. J. Mirzayev, F. F. Ulug'murodov	
Qoraqalpog'istonda sanoatni restruktizatsiyalash va yashil iqtisodiyotni rivojlantirish: muammolar, istiqbollar va statistik tahlillar .....	150
Abipova Gulmira Salavatdinovna	
CHORVACHILIK XO'JALIKLARINI RIVOJLANTIRISHDA AGLOMERATSIYANING AHAMIYATI.....	153
Xusainov Oybek Jabborovich	
RAQAMLI TRANSFORMATSIYA STRATEGIYASINING KOMPANIYA UCHUN AHAMIYATI.....	156
Ergashev Toxir Kurbanovich, Toxirova Nigora Zokirjon qizi	
CHORVACHILIK KLASSTERLARI VA AGLOMERATSION RIVOJLANISH: O'ZARO TA'SIR VA SYNERGIYALAR .....	161
Xusainov Oybek Jabborovich 161	
HUDUDLARNING INNOVATSIYON SALOHİYATINI VAHOLASH .....	165
J.A. Ismatullayev, A. Do'lanov	
СОСТОЯНИЕ И ПЕРСПЕКТИВЫ РАЗВИТИЯ ИННОВАЦИОННОГО ПОТЕНЦИАЛА РЕСПУБЛИКИ УЗБЕКИСТАН .....	171
Нафасов Тохиржон, Г. П. Эркаева	
Mamlakatimizda ishsizlikni kamaytirishga qaratilgan islohotlar.....	174
Djurayev Olimjon Narkulovich	
USE OF THE ADVANCED EXPERIENCE OF FOREIGN COUNTRIES OF FARMING AND HOUSEHOLDS....	178
Ochilova Nargiza Akramovna	
SHAHAR AGLOMERATSIYALARINING RAQOBATBARDOSHLIGINI OSHIRISH OMILLARI.....	181
Xidayatova Nigora Shorakibovna	
IQTISODIY O'SISHDA MEHNAT MIGRATSIYASINING AHAMIYATI.....	184
Djurayev Olimjon Narkulovich, Saidakbarov Jamshid Ne'matullo o'g'li	
TURIZMNIDA RIVOJLANTIRISHDA TRANSPORT XIZMATLARINI TAKOMILLASHTIRISH .....	189
Qosimov Jahongir	
РЫНОК ГОСТИНИЧНЫХ УСЛУГ В ТУРИЗМЕ В УСЛОВИЯХ ДИВЕРСИФИКАЦИИ И ДЕМОКРАТИЗАЦИИ ГОСТИНИЧНОЙ ИНДУСТРИИ.....	192
Ташмаматов Садирдин Нажмиддинович	
O'zbekistonda turizm sohasida faoliyat yuritayotgan kadrlar malakasini oshirishda dual ta'limdan foydalanishni boshqarish.....	196
Ochilov Akram Odilovich, Xamidova Mo'tabarxon Abdumalik qizi	
МАКТАБГАЧА ТА'ЛИМ TASHKILOTLARIDA AUTSORSING XIZMATLARIDAN FOYDALANISH MEKANIZMINI TAKOMILLASHTIRISH .....	201
Nasiba Ergasheva	
KORXONALARDA XODIMLARNI BOSHQARISHNING ASOSIY TAMOYILLARI .....	207
Djurayev Olimjon Narkulovich, Nurullayeva Vazira O'ktamovna	
ЗЕЛЁНЫЕ ИНВЕСТИЦИИ: ПЕРСПЕКТИВЫ И РИСКИ .....	211
Номазов Бахром Бобомурадович	



ИНТЕГРАЦИЯ ПРИНЦИПОВ ESG В ФИНАНСОВУЮ СФЕРУ РЕСПУБЛИКИ УЗБЕКИСТАН .....	215
Алимова Азиза Шерзатовна	
THE IMPACT OF ARTIFICIAL INTELLIGENCE AND DIGITAL TECHNOLOGIES ON MANAGEMENT .....	219
Ergashev Tokhir Kurbanovich, Tohirova Nigora Zokirjon kizi	
O‘ZBEKISTONNING “YASHIL IQTISODIYOT STRATEGIYASI”NI AMALGA OSHIRISHNING ZARURIYATI VA ISTIQBOLLARI .....	224
Ergasheva Nazira Muratovna, Soyibov Mirjon Bekjonovich	
ТЕОРЕТИЧЕСКИЕ ОСНОВЫ УСЛУГ СОЦИАЛЬНОЙ ИНФРАСТРУКТУРЫ, ВЛИЯЮЩИХ НА ПОВЫШЕНИЕ УРОВНЯ И КАЧЕСТВА ЖИЗНИ НАСЕЛЕНИЯ .....	227
Алимова Муниса Юлчиевна	
РАЦИОНАЛЬНОЕ ИСПОЛЬЗОВАНИЕ ОБУВНОЙ ПРОМЫШЛЕННОСТИ КАК ФАКТОР ПОВЫШЕНИЯ ЕЁ ЭКОНОМИЧЕСКОЙ ЗНАЧИМОСТИ.....	232
Расулов Нозимжон Набиджонович	
AGLOMERATSIYA VA IQTISODIY O‘SISH: SABAB–OQIBAT ALOQASI (QASHQADARYO VILOYATI MISOLIDA) .....	236
Xidoyatova Nigora Shorakibovna	
KORXONALARNING SOLIQ IDORALARIDA HISOBGA OLINISHIDAN HOSIL BO‘LGAN ORTIQCHA TO‘LOVLARINI VOJXONA TO‘LOVLARIDA HISOBGA OLISH MEKANIZMINI TAKOMILLASHTIRISH .....	239
Boykabilov Bahodir Mustafaevich	
UZOQ MUDDATLI AKTIVLARGA INVESTITSIYALAR HISOBINI TAKOMILLASHTIRISHNING AHAMIYATI .....	242
Egamberdiyeva Salima Rayimovna, Bozorov Yashnarbek Xayrulla o‘g‘li	
ORGANIK QISHLOQ XO‘JALIGIDA “IXTISOSLASHTIRILGAN AGROKOOPERATIV” TASHKIL ETISH ORQALI TA‘MINOT ZANJIRI BOSHQARUVINI TAKOMILLASHTIRISH.....	248
Amirqulov Shuxrat Olimovich	
MAMLAKATIMIZDA OLIY TA‘LIM MUASSASALARINING MOLIYAVIY RESURSLARDAN SAMARALI FOYDALANISHI UCHUN ZAMONAVIY HUQUQIY ASOSLARI.....	254
Xayriddinov Shuxrat Botirovich	
TURIZMNING MADANIY-TARIXIY RESURSLARI: ASOSIY TUSHUNCHALAR VA TAMOYILLAR .....	258
Ruzmanov Dilshod Usmanovich	
BARQAROR TURIZM DESTINATSIYALARINING SIG‘IMINI BAHOLASH METODIKASI.....	262
Ibroximov Nodirbek Xasanovich	
ВОЗОБНОВЛЯЕМЫЕ ИСТОЧНИКИ ЭНЕРГИИ КАК ОСНОВА ЗЕЛЕННОЙ ЭКОНОМИКИ В УЗБЕКИСТАНЕ .....	266
Хусаинов Равшан Рахимович	
ЭКОЛОГИЧЕСКИЙ МАРКЕТИНГ И ПОВЕДЕНИЕ ПОТРЕБИТЕЛЕЙ.....	272
Раимова Муборак Джураевна	
“YASHIL IQTISODIYOT”NING ASOSIY XUSUSIYATLARI .....	276
Djumayev Asqar Xaydarovich	
RAQAMLI MARKETINGNING ISTE‘MOLCHI XULQ-ATVORIGA TA‘SIRI.....	281
Raimova Muborak Jurayevna, Dilmurodov O‘tkir	
HUDUDNING IJTIMOIIY-IQTISODIY SALOHİYATINI RIVOJLANTIRISH OMILLARI .....	287
SH.A. Buriyev	
SAVDO XIZMATLARINING ASOSIY FAOLIYAT KO‘RSATKICHLARI TIZIMINI BAHOLASH.....	291
Muxamedova Aziza Ravshanovna	
YASHIL IQTISODIYOT VA GLOBAL IQLIM O‘ZGARISHI: YASHIL IQTISODIYOTNING IQLIM O‘ZGARISHINI YENGISHDAGI O‘RNI VA GLOBAL HAMKORLIK.....	295
Usmonov Murodjon Xolmurod o‘g‘li, Ulug‘bek Eshmaxmatov	
КОНЦЕПТУАЛЬНЫЕ ОСНОВЫ ФОРМИРОВАНИЯ МЕХАНИЗМА НАЛОГОВОГО АДМИНИСТРИРОВАНИЯ НА ПРИМЕРЕ УЗБЕКИСТАНА.....	299
Абдулов Дамир Рустамович	
O‘ZBEKISTON RESPUBLIKASIDA YASHIL IQTISODIYOTGA O‘TISH ISTIQBOLLARI .....	305
Yuldashev Shamsiddin Qiyamiddinovich, Boliyeva Baxora Farxodovna	



ЗЕЛЕНАЯ ЭКОНОМИКА: КОНЦЕПЦИИ, ТЕНДЕНЦИИ И ПЕРСПЕКТИВЫ РАЗВИТИЯ.....	308
Туляганова Шахноза Самукджановна	
O‘TA ERTAGI TARVUZNING HIMOYALANGAN JOYLAR UCHUN MOSLANUVCHAN NAV VA DURAGAYLARINI AJRATISH, ULARNI TURLI O‘G‘IT ME‘YORLARIDA HOSILDORLIGI VA IQTISODIY SAMARADORLIGI.....	311
Ostonaqulov Toshtemir Eshimovich, Amirov Xamidulla Suyunovich, Umirova Durdona Muqum qizi	
ТЕНДЕНЦИИ И ПЕРСПЕКТИВЫ РАЗВИТИЯ ПЛОДООВОЩНОЙ ОТРАСЛИ В УЗБЕКИСТАНЕ .....	315
Уралов Элшод, Вельм М.В.	
DEVELOPMENT STRATEGY AS A MODEL OF PROGRESS IN HUMAN RESOURCE DEVELOPMENT IN UZBEKISTAN.....	320
Abdiev Alimardon	
ОСОБЕННОСТИ ПОВЫШЕНИЯ ЭФФЕКТИВНОСТИ СЕКТОРА ГОСУДАРСТВЕННОЙ СЛУЖБЫ И РАЗВИТИЯ КАДРОВОГО ПОТЕНЦИАЛА.....	322
Мухаммадбобур Салимов	
KICHIK BIZNES VA XUSUSIY TADBIRKORLIK FAOLIYATI RIVOJLANISHIGA TA‘SIR ETUVCHI OMILLAR.....	326
Suyunov Jabbor Mahmudovich	
“SALOHIYAT” TUSHUNCHASINING MAZMUNI VA IQTISODIY-IJTIMOY MOHIYATI.....	331
Zoirov G‘olibjon Toshtemir o‘g‘li	
DAVLAT BOSHQARUVIDA SUN‘IY INTELLEKTDAN FOYDALANISHNING AHAMIYATI .....	334
Salimov Muhammadbobur Qodir o‘g‘li	
O‘QUV JARAYONLARINI TASHKIL ETISH VA BOSHQARISH SAMARADORLIGINI OSHIRISH .....	337
Tilakov Sherzod	
TIJORAT BANKLARIDA KORPORATIV BOSHQARUVNING XALQARO TAMOYILLARI ASOSIDA BOSHQARUV SIFATINI OSHIRISHDA YASHIL IQTISODIYOTNING AHAMIYATI.....	340
Sattarov Umirzoq, Ro‘ziev Zafar Ikromovich	
YASHIL IQTISODIYOT SHAROITIDA O‘ZBEKISTONDA SANOAT XOM ASHYOLARIDAN SAMARALI FOYDALANISH TENDENSIYALARI.....	343
Xazratov Sarvar Ibragimovich	
YURTIMIZDA RAQAMLI IQTISODIYOT SHAROITIDA KADRLAR TAYYORLASHNING ZAMONAVIY TENDENSIYALARI .....	348
G‘aniyev Shaxzod Shuhrat o‘g‘li, O‘rinov Diyorbek Xolmo‘min o‘g‘li	
QASHQADARYO VILOYATI O‘QUV MARKAZLARI VA KURSLARINI BOSHQARISH SAMARADORLIGINI OSHIRISH .....	353
Tilakov Sherzod Akbarovich	
SANOAT KORXONALARIDA MAHSULOT ISHLAB CHIQRISH VA SOTISH SIFATI HAMDA SAMARADORLIGINI OSHIRISHDA XODIMLARNI BOSHQARISH YO‘NALISHLARI.....	357
Ochilov Akram Odilovich, Ziyodullayeva Marjona Alisher qizi	
OMMAVIY TADBIRLAR YORDAMIDA TURIZMNI RIVOJLANTIRISH: O‘ZBEKISTON VA XALQARO TAJRIBA.....	360
Ibragimov Sardorbek Xusanovich	
Анализ цифровой трансформации и её влияния на привлечение инвестиций в регионы Узбекистана.....	365
Рахмонова Дурдона Хасан кизи	
Korxonalar moliyaviy salohiyatini baholashning statistik tahlili.....	370
M.O. Musurmonova	
DIRECTIONS FOR IMPROVING THE FINANCIAL MANAGEMENT SYSTEM OF THE BANKING SYSTEM OF THE REPUBLIC OF UZBEKISTAN .....	377
Kadirov Lutfulla Khalimovich	
PROBLEMS OF EMPLOYMENT IN THE LABOR MARKET OF UZBEKISTAN AND STRATEGIC DIRECTIONS FOR THEIR SOLUTION .....	381
Sharopov Temirmalik Rustam o‘g‘li	



“YASHIL” IQTISODIYOT TAMOIYILLARI ORQALI QASHQADARYO VILOYATI SANOAT KOMPLEKSINI TAKOMILLASHTIRISH .....	385
<b>U.Shukurov</b>	
Foreign experiences in attracting investments in service industries .....	390
<b>Hazratkulov Shahboz Boboqul oqli</b>	
YASHIL IQTISODIYOTDA TA'LIMNING ROLI .....	394
<b>Babayeva Lola Ibragimovna</b>	
O'ZBEKISTONDA YASHIL IQTISODIYOTNING RIVOJLANISHI UCHUN DAVLAT TOMONIDAN YARATILAYOTGAN IMKONIYATLAR.....	398
<b>Xudoyorov Azizbek Avaz o'g'li</b>	
OLIY TA'LIM MUASSASALARIDA TA'LIM SIFATINI YAXSHILASHNING XORIJ TAJRIBASI.....	404
<b>Safarov Sh. S.</b>	
IJTIMOIIY MENEJMENTDA RAQAMLI TRANSFORMATSIYA: XALQARO TAJRIBA VA ULARNI O'ZBEKISTON SHAROITIDA JORIY ETISH ISTIQBOLLARI .....	408
<b>G'aniyev Shaxzod Shuhrat o'g'li, Davronova Farangiz</b>	
«Государственный финансовый контроль: Казначейский контроль в бюджетном процессе и перспективы его развития».....	415
<b>Файзуллаева Зилола Равшановна, Д.Х. Пулатов</b>	
YANGI O'ZBEKISTONDA YASHIL RAQAMLI IQTISODIYOTGA O'TISHNING ASOSIY JIHATLARI.....	421
<b>Urozoza Shaxlo Hasan qizi, Hazratqulov Shahboz Boboqul o'g'li</b>	
OLIY TA'LIM SIFATINI OSHIRISH MASALALARI: XALQARO TAJRIBA VA ULARNI O'ZBEKISTON SHAROITIDA JORIY ETISH ISTIQBOLLARI .....	427
<b>Safarov Shoxrux Sattor o'g'li</b>	
PROSPECTS FOR IMPROVING THE EFFICIENCY OF HUMAN RESOURCES IN UZBEKISTAN.....	431
<b>Alimardonova Gulfizoda Alimardon kizi</b>	
QISHLOQ XO'JALIGIDA KAPITAL QO'YILMALAR HISOBINI TO'G'RI TASHKIL ETISHNING AHAMIYATI .....	434
<b>Egamberdiyeva Salima Rayimovna</b>	



# PROSPECTS FOR IMPROVING THE EFFICIENCY OF HUMAN RESOURCES IN UZBEKISTAN

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**Abstract:** The prospects for improving the efficiency of human capital in Uzbekistan lie in the economic development of entrepreneurship and the social modernization of education. These factors are essential for building a prosperous society centered on human dignity and well-being. Enhancing human capital is seen as a strategic priority that contributes to national development, innovation, and long-term sustainability.

**Key words:** Human capital, education, potential, innovation, society, human resources, management, development, reform, modernization.

**Annotatsiya:** O'zbekistonda inson kapitalining samaradorligini oshirish istiqbollari tadbirkorlikni iqtisodiy rivojlantirish va ta'limni ijtimoiy modernizatsiya qilish bilan chambarchas bog'liqdir. Ushbu omillar farovonlikka yo'naltirilgan, inson qadriyatlariga asoslangan jamiyatni shakllantirishda muhim ahamiyat kasb etadi. Inson kapitalini rivojlantirish davlat taraqqiyoti, innovatsiyalar va barqarorlikning strategik yo'nalishlaridan biri sifatida qaralmoqda.

**Kalit so'zlar:** Inson kapitali, ta'lim, salohiyat, innovatsiya, jamiyat, inson resurslari, boshqaruv, rivojlanish, islohot, modernizatsiya.

**Аннотация:** Перспективы повышения эффективности человеческого капитала в Узбекистане связаны с экономическим развитием предпринимательства и социальной модернизацией системы образования. Эти факторы играют ключевую роль в построении процветающего общества, основанного на уважении человеческого достоинства и благополучия. Развитие человеческого капитала рассматривается как стратегический приоритет, способствующий национальному прогрессу, инновациям и устойчивому развитию.

**Ключевые слова:** Человеческий капитал, образование, потенциал, инновации, общество, человеческие ресурсы, управление, развитие, реформа, модернизация.

## INTRODUCTION

At the new stage of Uzbekistan's development, the improvement of human resources is of urgent importance. Because the development of society directly depends on the efficiency of human capital. Our current era is characterized by the transition of the world's leading countries to the "Fourth Industrial Revolution", "Smart Economy", "Innovative Economy". [2] In order to respond to such changes in society, it is necessary to improve the methods of achieving goals by increasing human capital and adapting to current conditions. Therefore, in society, they should encourage creativity and innovation in people, because there will be no changes in society without creative initiative. The researchers' opinion about the reason for this is as follows: "People are developing a sense of responsibility in solving their own problems, and the relationship of carelessness towards the state is being cut off. Citizens' way of life and their social behavior are significantly influenced by national and modern ethical and moral values and standards". [3] It is important for people to have an important place in the society and to demonstrate their potential.

## LITERATURE REVIEW

We see that the beginnings of developed societies were similar to the changes in today's Uzbek society. For example, Adam Smith writes about the value of knowledge of workers, recognizing their skill and influence on the efficiency of any company. Furthermore, Adam Smith stated: "Education is a form of investment in human beings that supports skilled and trained workers. Empowering employees, as well as giving them the opportunity to make decisions, increases their motivation and reduces their resistance to organizational changes, [4] he says. The use of human capital, ensuring its direct efficiency and the income from its use will also be relevant for society. Because regardless of the sources of capital formation, the person himself has its benefits for the society or the state.

It should be noted that the efficiency of human capital activity and the level of income from its use as prospects for improving the efficiency of human resources are determined by individual interests, preferences and values, and the cultural level of the subject. Accordingly, the capabilities of users of human capital require the formation of its motivational mechanism. This is the value of human capital in society and the value of its level of ownership income. By developing entrepreneurship in Uzbekistan, ample opportunities are being



created to reduce unemployment and increase the potential and capital of entrepreneurs. On December 23, 2021, the President of the Republic of Uzbekistan Shavkat Mirziyoyev adopted the Law “On Establishing the Day of Entrepreneurs”[5]. Accordingly, August 20 of every year was designated as Entrepreneurs’ Day. This means that it is possible to move towards development by using the intellectual potential of entrepreneurs in the society. Accordingly, in the conditions of the modern economy, special requirements are placed on knowledge, they must ensure the possibility of introducing new technologies, including innovative technologies. Therefore, the main driving force of socio-economic development as a society is the capital of entrepreneurs. In general, the growth of entrepreneurship is more effective for society and the state than ever before.

Business activity in the modern economic environment largely depends on their scientific potential and capital. Currently, in our opinion, in most developed societies, sufficient attention is paid to the formation of a healthy competitive environment and the working conditions of people. As a result, as a result of their activity, the effectiveness of human capital is being highlighted in a positive way for the state and society. It can be said that human capital is becoming an important resource for society.

The triad is the basis of the Finnish labor market model. He is three consists of the most important component: labor and organizations with the capital located at the base of the triangle, at its apex and the government is located. This is a triangular labor market the strategic triad of decision-making during negotiations organizes. In the strategic triangle of the triad, the employer, The workers and the government jointly make a strategic choice increase, [6] - he says.

In Uzbekistan, it is very important to increase the return on investment of entrepreneurs as prospects for improving the efficiency of human resources. In this regard, President Shavkat Mirziyoev said, “I propose to strengthen in the Constitution that entrepreneurs have the right to carry out any activity not prohibited by law, to independently choose the directions of their activity, to receive unlimited income from entrepreneurship. The state must provide a favorable business and investment environment and conditions for the development of private entrepreneurship, protect free and fair competition, and guarantee that monopolization in economic activity will not be allowed”. [7] In our opinion, by creating opportunities for entrepreneurship, an opportunity is created for the manifestation of human capital in the society through entrepreneurial activities. Freedom in society is a great opportunity for an entrepreneur to demonstrate his potential.

As a result of studying the research on the prospects of improving the efficiency of human resources, it is known that in the research conducted by the foreign philosopher Guest[8], it can be observed that various indices have been introduced to measure the dimensions and characteristics of human capital. In particular, it examines sales and purchases as financial indicators, goods and services as performance indices, customer services, number of errors, customer satisfaction, etc. This leads to the study of the criteria of attracting new knowledge, integration, competence, human power diagram and its rational use as factors indicating the effectiveness of human capital. As a result, integration processes between cost, time, quantity, quality, strategic criteria, fair working conditions, satisfaction of people’s needs, ability skills, competence and investments create factors such as interpersonal cooperation in the management of society, knowledge, income per capita[9] . According to another scientist, S.A. Kurgansky, the perspective of the effectiveness of human capital in his opinion: “The set of knowledge, skills and other qualities formed as a result of investments and savings by individuals, if they are used appropriately, will create a new value and income stream.” [10] points out.

According to research, since it is new in human resources, it is increasingly used in organizations with strategic importance. This means that human capital plays an important role in improving people’s development, life and income, increasing knowledge, skills and production potential, economic growth and reducing poverty. As new revolutions take place in the world’s struggle against capitalism, human power will be more important than ever. In our view, future research on human capital, based on recent economic revolutions, will focus on two goals, namely, measuring gaps in human capital and exploring how human capital can lead to greater productivity and profitability.

Prospects for improving the efficiency of human resources in Uzbekistan would be appropriate if they were expressed in terms of their management. Because human capital is currently considered a process of strategic importance for the state. As stated in the Decree No. PF-60 of the President of the Republic of Uzbekistan “On the Development Strategy of New Uzbekistan for 2022-2026”, “Goal 52: To improve the position of the Republic of Uzbekistan in the global index and enter the top 50 countries by 2030”. [1 ] this is achieved primarily by improving human capital.

## DISCUSSION

In our opinion, human resource management is an innovative approach to human resource demand, treating people as assets (human capital) whose current value can be measured and whose future value can be increased through investment. A state or society that implements human capital management spends its



future on clearly defining and continuously monitoring expected results. From an entrepreneurial perspective, it is manifested in the appropriate evaluation and reward of human capital to achieve business goals, create innovations and support their continuous improvement. Perspectives of the effectiveness of human capital are the establishment of effective labor relations, its support represents the knowledge of personnel and its values. At the same time, it is also important that labor relations are managed to ensure legal compliance and that the knowledge key to society's success is protected.

## RESULTS

In the new stage of development, attention is paid at the level of state policy to the processes that are the basis for the development of human capital as a result of recent reforms in our country. In particular, if we pay attention to non-governmental educational organizations, if in 2017 there were up to 5 thousand educational organizations, by the end of 2020 their number will exceed 14 thousand.[11] Also, 2.5 million children between the ages of 3 and 7 are included in the system of the Ministry of Preschool Education. The number of educational institutions in the republic is 6,154, of which 5,586 are state-owned, and 568 are non-state educational institutions. This corresponds to the increase of state and non-state educational structures in the education system of our country, their mutual competition, opportunities for choice for citizens, and the improvement of the quality of education, thereby improving human capital.

In the development strategy of New Uzbekistan for 2022-2026: "It is aimed to reach 50% coverage level with higher education and increase the quality of education, according to which "increasing admission parameters in 2022 based on the proposals of personnel customers, in 2022 the coverage level of youth with higher education to 38% delivery, introduction of the procedure for independent determination of admission parameters by higher education institutions on the basis of a fee-contract, to increase the admission rate to at least 250 thousand in 2026, to give academic and financial independence to state higher education institutions, including payment of wages by them, the number of employees, establishing the practice of independent determination of the amount of the payment contract and the form of education, clearly defining the relevant rights and powers of the state higher education institutions" [1]. In our opinion, this is the future that determines the effectiveness of human capital for the society, increasing the competitiveness of science and education, increasing the training of personnel with scientific potential.

## CONCLUSION

The most important factor of human resources is that human intelligence is significantly different from others and it requires a special approach. Forming a personnel policy for its implementation and regularly improving it is a promising direction of the efficiency of human capital in society. Because a company or society with strong, experienced and committed personnel can gain leadership and achieve success.

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## IQTISODIYOT & TARAQQIYOT

*Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal*

**Ingliz tili muharriri:** Feruz Hakimov

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**Sahifalovchi va dizayner:** Oloviddin Sobir o'g'li

### 2025. aprel. № 3. navbatdan tashqari son

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"Yashil" iqtisodiyot va taraqqiyot" jurnali 03.11.2022-yildan O'zbekiston Respublikasi Prezidenti Adminstratsiyasi huzuridagi Axborot va ommaviy kommunikatsiyalar agentligi tomonidan №566955 reyestr raqami tartibi bo'yicha ro'yxatdan o'tkazilgan.

**Litsenziya raqami:** №046523. PNFL: 30407832680027

**Manzilimiz:** Toshkent shahar, Mirzo Ulug'bek tumani  
Kumushkon ko'chasi, 26-uy.



Jurnal sayti: <https://yashil-iqtisodiyot-taraqqiyot.uz>