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## Theoretical Principles of Staff Personnel Management

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**ABSTRACT:** Social-economic reforms that create real conditions for the human factor to act as a decisive force and develop consistently, important changes are being implemented in the agricultural sector. In this article, the theoretical foundations of human resource management were widely covered.

**KEYWORDS:** Integration, human capital, agro-industry integration, intellectual potential, cluster.

Our country occupies a worthy place in the world arena with its economic potential and scientific and technical capabilities. The forms and mechanisms of integration are extensive. World experience shows that the formation and development of integration processes covers a relatively long period. The mechanism of action of these processes is formed step by step in a logical sequence.

Currently, in Uzbekistan, there is not enough training of personnel at the level of today's requirements in the industries that determine technical development. That is why there are imbalances between the training and knowledge of the new jobs that are being created. For example, in the development strategy of New Uzbekistan for 2022-2026, the priority task is to increase the income of peasants and farmers by at least 2 times, and to bring the annual growth of agriculture to at least 5% through the intensive development of agriculture on a scientific basis.

At the same time, the Decree No. PF-5853 of the President of the Republic of Uzbekistan dated October 23, 2019 "On approval of the strategy for the development of agriculture of the Republic of Uzbekistan in 2020-2030" stipulated the following. priorities for ensuring food security and improving consumer diets ..., creating high value-added agriculture and value chains.

In order to prepare young people for work, students of general education schools, secondary special and vocational educational institutions should be given light work that does not harm their health and spiritual and moral development, and does not disrupt the educational process. "in order to do it in their spare time from winter - after they turn fifteen, it is allowed to hire them with the written consent of one of their parents or one of their substitutes.

According to A.V.Turyansky and V.L.Anichin, "agro-industry integration" is the establishment of economic cooperation aimed at uniting the processes of production, processing, sale and service of agricultural products of economic entities into a single organizational-technological system".

In our opinion, the integration of agricultural industries is the integration of agricultural production, storage, processing, sales and service industries into a single organizational-technological and socio-economic system in order to satisfy the population's need for food products, and is the process of establishing interconnected and mutually beneficial business relationships. In this process, a certain part of the technological process combined into a single chain system is carried out by specialized industries or enterprises and prepared for the next technological stage.

In turn, the development of agricultural integration requires qualified specialists. 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", as well as in the decision No. 3151, it is 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 - 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.

Attaining management membership of the entire workforce is the most important goal ahead. "To assess the evolution of HR management and the 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 society's life, for example, in politics, defense, etc.

This is confirmed once again if some agricultural indicators of Uzbekistan and developed foreign countries are compared. For example, in the Netherlands, with a population of 16 million people and 1.038 million hectares of cultivated land (60% of which is developed near the sea), agricultural products worth 131 billion dollars are produced, while in Uzbekistan, with a population of 33 million and 4.4 million hectares of cultivated land, this figure is only 13.2 billion dollars.

At the moment, social-economic reforms and important changes are being implemented, which create real conditions for the functioning of human resources as a decisive force and consistent development in agricultural sectors.

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

- Personnel expertise as skills and abilities is considered 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 continuous 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;

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The following conclusions and recommendations were developed in connection with the detailed study and scientific research of personnel management:

Firstly, to start an additional type of activity and create additional jobs without deviating from the terms of the Law "On Farming" and the land lease agreement;

Secondly, to create all the conditions for the work and living of members working in advanced and efficient enterprises, to develop effective forms of material and moral stimulation of them. and implementation;

Thirdly, to fundamentally improve the composition of the Mekhnat team, to dramatically increase the contribution of employees with special training and qualifications. - if necessary, first of all ensure that employees receive at least 4-5 related professional training.

Fourthly - to strengthen economic and legal knowledge and practical skills of economy members not only in technical and technological fields;

- At the moment, special attention should be paid to increasing the labor productivity of citizens who have the ability to work in enterprises. The most influential factor in solving this issue is material interest. Unfortunately, the work carried out in this regard by enterprises cannot be considered sufficient.

In short, in the management of human resources in the country, the main attention should be paid to human capital.

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