



SOCIAL INDICATORS OF THE USE OF HUMAN RESOURCES IN SUPPORT OF BUSINESS ACTIVITY IN UZBEKISTAN

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A B S T R A C T	K E Y W O R D S
In this article, the development of entrepreneurship must have the necessary resources and have the opportunity to achieve them. Often, we can observe a situation where it is almost impossible to get resources due to the demands of the society. This, of course, creates frustration and dissatisfaction among entrepreneurs.	Human resources, human capital, human potential, labor market, entrepreneurial ability, information resources.

Introduction

In the conditions of today's market relations, this activity is one of the sources of property income of the population, along with organizing the economic development of the state. Due to this, the state regularly supports business activities in legal, socio-economic terms, and encourages entrepreneurs to develop additional motivation for further development of their activities. In this case, together with the increase in the confidence of the entrepreneur in the state, the entrepreneur works with a sense of ownership responsibility.

We can see that the procedures of doing business of our ancestors are perfectly described in our national religion of Islam. In many verses of the "Holy Qur'an", the basis of Islam, we can see views on property, property relations, entrepreneurship, trade and other various economic relations. In particular, the "Holy Qur'an" encourages people to work honestly, to be thrifty, to be kind and compassionate, and to be honest. He also called people to use all material goods and resources (land) productively. In the "Holy Qur'an" special attention is paid to any economic ownership. The concept of property in Islam, its essence consists in the recognition that the wealth in the hands of people is the wealth of God, and people are only his caretakers on earth [9. - B. 5.].

Currently, certain works are being carried out in Uzbekistan to develop entrepreneurship and regulate this sector by the state. As a result, the business environment in the country is expanding. If approached critically, "... there are a number of problems that are still waiting to be solved in the issues of further development of private property and entrepreneurship and ensuring their effective protection" [5. -B. 39.]. Studying one or another aspect of foreign experiences and applying appropriate measures in solving these problems is one of the urgent issues for today. It seems that in the current social environment, private entrepreneurship and small business are among the necessary elements of the market economy. In the conditions of market relations, the private sector takes a higher place in the structure of the economy and has a serious impact on the rate of economic growth. That is why in our country attention is being paid to state support of entrepreneurship.

President of our country Sh. Mirziyoyev specifically focused on the issues of state support for entrepreneurship and expressed the following opinion: "Life itself has seen that the most effective way to ensure the development of our country and the well-being of our people is to support entrepreneurship." [6. -B. 67.]. Taking this into account, special attention was paid to state support of entrepreneurship in our country. For this purpose, institutional frameworks have been created to support business activities in our country. The head of our state Sh.M. We can give an example of decisions and decrees adopted by Mirziyoyev. The state program on the implementation of the "Strategy of Actions" in the "Year of Support for Active Entrepreneurship, Innovative Ideas and Technologies" reflecting the perspective plans of the five priority areas of development of the Republic of Uzbekistan in 2017-2021. Presidential Decree No. PF-5308 adopted on January 22, 2018 [1], adopted on April 11, 2018 "Further reduction and simplification of licensing and permitting measures in the field of business activities, as well as measures to improve business conditions Presidential Decree No. PF-5409[2], adopted on March 7, 2019, "On measures to further strengthen guarantees of women's labor rights and support entrepreneurship" Presidential Decree No. PQ-4235 [3], Presidential Decree "On Measures to Fundamentally Improve the System of Support and Protection of Entrepreneurial Activities" adopted on May 14, 2019, "Entrepreneurial Initiatives in the Territories and Presidential Decree "On measures to organize rapid implementation of projects".

Uzbekistan paid special attention to the organization of business activities in the conditions of market relations. This required the organization and development of property relations, business activities, which are considered the legality of market relations. In fact, entrepreneurship is a mechanism that drives the economy of any society. For this reason, each country supports entrepreneurship based on its internal capabilities. Because private business activity is one of the important sectors of our country's economy and ensures social and economic stability. Therefore, it is envisaged that the state support of entrepreneurship in the Republic of Uzbekistan will be carried out in the following procedures:

- support from the state budget;
- at the expense of various funds and associations;
- at the expense of providing various benefits in the funds and credit system;
- by always providing information;
- presentation in regional economic and social programs.

Also, private entrepreneurship and small business is the most flexible sector in terms of production, technology and management plans. This helps him quickly respond to changes in market conditions and adapt to minimal losses. The implementation of active innovations and the development of private entrepreneurship will help to eliminate the problems arising among the representatives of the strata engaged in entrepreneurial activities in society, to integrate science with production, to expand the area of economic dialogue, to reduce the unemployment rate, and to add to the population brings income, prevents the monopolization of the economy.

The economic differences that have arisen in the process of globalization are mainly related to the inequality of property ownership and management of material resources. E. Wright and E. Giddens distinguish two main classes of owners in modern capitalist society. These are:

- property owner - upper class;
- dispossessed people - workers or emphasize the existence of a lower class [10. – S.22.].

Researcher A.B. Khayitov's "Textbook of human resources management, the basics of human resources management, the formation and development of the concept of human resources

management, determining the organization's need for human resources, methods of encouraging and motivating employees, formation systems of professional adaptation of employees at the workplace, organizational management of the use of human resources in the organization, planning of the use of human resources in the organization, calculation and management of the effective use of human resources, quality management of human resources, contractual regulation of employment, employment and dismissal of employees, selection, placement and placement of employees attachment, basic principles of modern concepts of human resource management, as well as the study and research of theoretical and practical aspects of social partnership mechanisms in the field of labor [11].

We can see that comprehensive programs have been developed to improve the business and investment environment among the population, to create a favorable business environment for the development of entrepreneurship in our country, and to develop regions. In these programs, the representatives of the local authorities mainly conducted a study of the export potential of each region in order to attract local production enterprises in the regions of our republic to export, to study export problems in the region, and to develop the export of new goods to foreign markets. based on providing all-round assistance to entities engaged in business activities.

President of our country Sh. Mirziyoev also spoke about youth entrepreneurship and said: "If we can develop entrepreneurial initiative in our youth, if we teach them to use funds correctly, we will solve not only economic, but also many social problems." . Currently, the attention given to the entrepreneurial activity of young people in our country not only ensures their economic well-being, but also reduces their inclination to elements alien to society (drug addiction, religious extremism, etc.). At the same time, through the support of business activity by the state, there is an opportunity to solve a number of social problems in the society and increase the income of the population. Therefore, preferential loans are provided on the basis of state programs for regular financial support of business activities in our country. Banks have a great role in practical work in this regard. "Banks - he said, President Sh. Mirziyoev - now it will be necessary to teach our people to entrepreneurship, business entrepreneurship and lead them to this" [7. -B. 158.]. Therefore, it is necessary not only to provide preferential loans to those engaged in entrepreneurial activities, but also to form their passion for entrepreneurship. In order to support the population engaged in entrepreneurial activities by the state, retraining them for the profession is underway. As a result, there will be an opportunity to create new jobs. In order to implement this process, 700 million dollars were allocated in our country in 2019[8]. As a result of the rational use of human resources, the main share of the economy of our country is small business and private entrepreneurship, and this direction of activity forms the basis of the gross national income of the republic. The role of this activity in the economy of our republic is growing year by year.

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