

Improving Human Resource Management in the Oil and Fat Industry Based on Structural Changes

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Abstract: In this article have been investigated aspects of improving human resource management in the oil and fat industry based on structural changes. By authors was developed evaluation criteria for business executives and professionals. Also was proposed model of Complex Evaluation of Managing Director in Fat-Oil Industry. In the second part of paper was elaborated employees' unemployment indices at JSC "UZPAXTAYOG".

Keywords: Management, fat-and-oil industry, personnel management, assessment of labor productivity, employment.

I. INTRODUCTION

At the moment, it is necessary to increase its competitiveness through deepening structural reforms, modernization and diversification of leading sectors of the national economy, as well as technical and technological renewal of production, high-tech processing industries, first of all on the basis of deep processing of local raw materials to a qualitatively new level of development aimed at accelerated development of finished goods Although the growing demand of qualified specialists. In particular, the Strategy for Action for the Development of the Republic of Uzbekistan in 2017-2021 focuses on the training of highly qualified personnel in line with the modern labor market needs [1]. The adoption of the Resolution of the President of the Republic of Uzbekistan "On measures to increase soybean production and soybean production in the republic in 2017-2021" has increased the demand for qualified specialists in the production of soybean crops.

II. LITERATURE REVIEW

As industry is a leading industry in every country, the scientific, theoretical, and practical aspects of its development and effective management have always been at the center of the attention of economists. In particular, I Ansoff [2], L. Vodacheck [3], F. Taylor [4], O.Vodachkova, P. Dukker [5], and other scientists in the field of human resource management, M.Meskon [6], B. Carroll, R.Uotermen [6], L.Yakokk [7] sufficiently emphasized. One of the prominent economists of the CIS states: Vihanskiy O.S [8], Genkin B.M. [9], Zaytsev GG [10], Krasovskiy Yu.D [11], Slobodskoy A.L. [12] in their scientific views reflected the organizational change, leadership in managing issues, and the issues of improving personnel management in industry.

The fact that special attention is paid to the development of the real sector of the economy in our country is the subject of scientific interest of economists of the republic. In particular, economics-mathematical modeling and forecasting, programming of economic processes, such as well-known economists of Uzbekistan, Kh.Abdurahmanov, Sh.R.Xolmuminov, N.Yuldashev, D.Qosimova [13], D. Rakhimova [14], N.Ismoilova, B.A.Abdukarimov [15], A.B. Bektemirov [15] plays a special role in this regard. However, scientific research in this area does not provide a comprehensive picture of the development of personnel management in the oil and fat industry, based on the present state of our national economy. Also, the need to carry out researches reflecting the incomplete approach to systematic research of trends in the management of fat-and-oil industry personnel, the complex quantitative analyzes taking into account specific features of the oil-and-fat industry and its characteristic dynamics and dynamics, justification.

ANALYSIS AND RESULTS

One of the main directions of socio-economic development of the country is provision of the population with high quality and safe foodstuffs, conforming to the norms of nutrition. Therefore, the country is currently implementing measures to strengthen economic reforms on the basis of the development of oil and fat-and-gas industry, to improve the industry-based relations, to introduce the organizational structure of management in line with market principles, and to expand the production of new types of oil products.

At present, oil products are produced and processed by an average of 95,000 tonnes of raw materials per year, thanks to the production of vegetable oils, such as soybean, safflower, sunflower, and other products produced by the food industry. Food industry enterprises produce more than 3,000 different types of food products, and the range of foodstuffs is annually renewed with 80 new names. [16]

At present, the task of ensuring price stability in the domestic market necessitates the implementation of comprehensive approaches and measures that take into account all the factors of inflation. In this regard, the Decree of the President of the Republic of Uzbekistan "On urgent measures to ensure the population of the Republic of Uzbekistan with the main types of socially significant foodstuffs", adopted on June 23, 2017, contains a number of important important measures to reduce inflation processes and expectations. measures and mechanisms.

Recognizing the above, the issue of increasing the quality of production at the food producing enterprises and the introduction of new standards and modern technologies are relevant.

The lack of qualified specialists who are required to work in the oil-and-gas industry, develop a work plan for the personnel management process, combine them for labor activity, lead work processes, coordinate the work of individual divisions and staff of the enterprise, control the work process, the existence of issues such as the relevance of the introduction of new governance principles.

Because of the introduction of new technologies and technologies in the production of personnel management at the oil and fat-and-textile enterprises, the volume and productivity of production at the branch enterprises will increase. At the same time:

- Increase in labor productivity in oil and fat-related industries leads to increased wages and other incomes received by employers in industrial enterprises;
- As a result of innovation development of the oil and fat industry, the increase in production and the productivity increase will ultimately contribute to the increase in taxes on the state budget;
- Increase in the volume of production at the enterprises will increase the opportunity for the population to purchase domestic commodity goods, which will lead to an increase in living standards.

The present situation serves as a leading tool in solving problems in the country, such as replenishment of domestic consumer market with quality goods, ensuring the necessary balance in the market, increasing the competitiveness of the national economy, localization of production, extremely important employment and increasing incomes of the population.

As a result of the consistent implementation of the most important priorities of the economic program of the country in the oil and gas industry in 2016 and the Decree of the President of the Republic of Uzbekistan "On establishment of Uzpakhtasanoateksport holding company dated October 27, 2015, PF-4761, last year, the enterprises of the cotton-processing and oil-and-gas industry were able to maintain stable rates of economic growth. In particular, last year the industrial products manufactured by the system grew by 104.7% year-on-year. The volume of consumer goods increased by 113.0%. The volume of export of goods made up 102.0% against the forecast for the same period.

Based on the "Investment Program for the Structural Reorganization, Modernization and Diversification of Production for 2015-2019", approved by the Decree of the President of the Republic of Uzbekistan dated March 4, 2015, PF-4707, 32 investment projects were implemented in the system, \$ 8 million were invested.

Also, according to the program of localization of production of finished products, components and materials for 2015-2019, 5 localization projects were successfully implemented in the enterprises of the joint-stock company "Uzpakhtaugh" and produced goods worth 23.1 billion soums.

Measures taken to reduce production costs in industry have resulted in a reduction in production costs by 10 per cent. More than 3,400 new jobs have been created within the Employment and Population Employment Program. [17]

There are two types of economic development of the oil-and-fat-and-oil industry enterprises: extensive and intensive types; in the first round, the volume of oil and fat products and their sales growth are, in all cases, quantitative factors - low and adequate resources; The second type of quality factors - new knowledge opportunities, the use of new achievements in science, and the achievement of economic growth by means of skilled cadres. At present, the oil and gas industry has more than a thousand employees. The automation tools and quality control programs of the modern technological systems, which are being implemented in the industry, require the employees of the company to have a high level of competence and knowledge at every work site. Accelerated development of the industry necessitates continual refinement of knowledge.

Problems in the workplace can be caused by the poor quality of the work, the personality of the employee, or their cultural level. The first case may be dealing with personality issues. This can lead to unusual business conditions (for example, it may be wrong with colleagues if it works well). In the latter case, the employee may be associated with low or inadequate performance, even if he is a good person. The manager has to determine whether the problem is the employee personality or occupation. (Table 1)

TABLE-1: Evaluation criteria for business executives and professionals

| Positions | Evaluation criteria for the study results |
|------------------------|--|
| Head of the enterprise | Amount of profit Increased profits Capital (capital) turnover Market share Profitability level Division managers |
| Division managers | Completion of plans for product size and type Production growth rates Performance rate Reduction of production costs The number of ads received for low quality products The amount of free standing Loss of idle time Personnel coefficient of decline Benefits Reducing labor costs for products Salary rate on product unit Number of vacancies Loans and receivables Paid service capacity Product cost Energy consumption per unit of product etc. |
| Servants Leaders | |

Table 1 shows that the managers and specialists of the enterprise are the main criterion for evaluating the results of their work, their positions and their responsibilities. As you know, identification and resolution of personality problems at the enterprise is one of the most difficult. Occasionally, the fact that a citizen is a complicated person affects the quality of the work. Problems of personality can have an adverse effect on the work of their colleagues.

In our opinion, oil and fat industry production and management systems should be based on knowledge. The economic efficiency of any oil and fat industry is based on new innovations, new inventions. In today's modernization of the economy, special attention is paid to finding effective ways of managing the economy, on this basis, ensuring the material and spiritual well-being of the population. Implementation of production plans also depends on the structural changes in the structure of industrial workers.

Throughout the year, the composition of the enterprise staff changes through recruitment and dismissal. In today's modernization of the economy, special attention is paid to finding effective ways of managing the economy, on this basis, ensuring the material and spiritual well-being of the population.

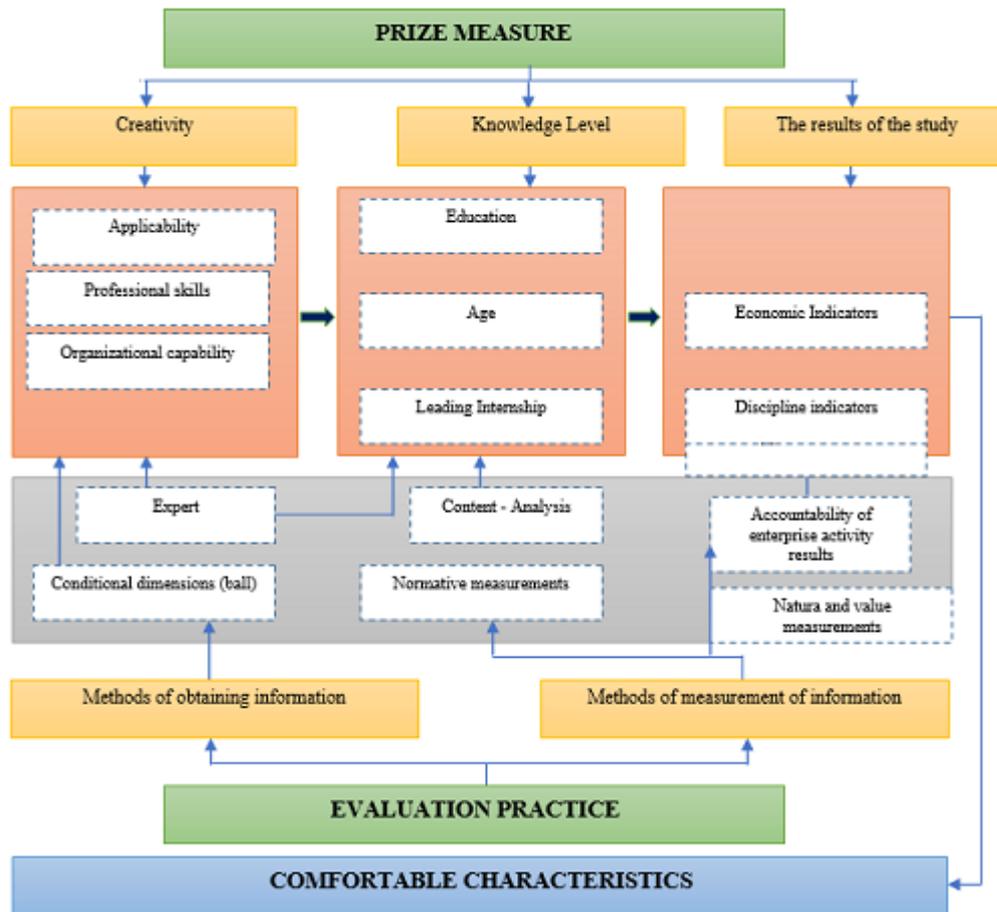


Fig.1. Model of Complex Evaluation of Managing Director in Fat-Oil Industry (Source: author's development.)

Implementation of production plans also depends on the structural changes in the structure of industrial workers. Throughout the year, the composition of the enterprise staff changes through recruitment and dismissal. In order to determine the unemployment rate, the total number of employees who lost their jobs due to their dismissal and disruptions in labor discipline should be included in the average number of employees in the list. This indicator is compared to previous years and relevant conclusions are made.



total number of employees
 out of work
 staffing irregularity

Source: the table is formed by the author on the basis of statistics of JSC "Uzpakhtayog"

Fig.2. Employees' unemployment indices at JSC "UZPAXTAYOG"

As of January 1, 2018 the total number of employees was 13235 people, including 10344 people. In 2017, the

number of unemployed people is 1.7%. The main sociological causes of recession are: retirement, migration to other countries, low salaries and other reasons, and the total number of personnel is 1097 people.

It should be noted that a number of measures were taken to stabilize the financial situation and increase labor productivity, which resulted in a decrease in the number of employees of "Uzbekpaxtayog" for 46 people or 0.1% in the reporting year.

Based on the additional needs for the workforce production process, it is provided at the expense of young specialists who graduate higher educational institutions for the training center of the JSC "Uzbekpaxtayog" and the oil and fat industry.

In our opinion, one of the key areas of improving governance in this area is to be implemented in line with the Network Training and Retraining Program. At the same time, the following is envisaged in the development of the continuous education system: vocational training of workers; upgrading skills; Formation of secondary vocational education; training of highly qualified personnel.

In the "Uzpakhtaiugh" JSC in 2016, 58 people were trained in the Food Training Service Training Center, 50 in the Corporate Governance Research Center, 123 in the Training Center of PakhtaSanoat Science Center, 18 Ministry of Finance of the Republic of Uzbekistan training center and other institutions.

In today's stages of the development of the oil-and-oil industry, the personnel is very important. In today's conditions, the role of highly qualified personnel will grow, as they will be the main force in the development of technology development with scientists and engineers.

III. CONCLUSION AND RECOMMENDATIONS

In our opinion, it is necessary to solve the problem of human resources and to direct their labor activity to the needs of society. The solution of the problem of personnel is based on the following:

- a) The allocation of staff to the economy, its branches and separate enterprises is based on the planned and regular distribution.
- b) the cultural and technical level of workers is gradually increased;
- c) Regular training of labor resources, continual improvement of their skills is provided at the expense of the state.

As with other industries, oil and fat industry workers are classified into categories of workers - engineers, technicians, employees, small service personnel and students.

The structure of the enterprises of the oil and fat industry depends on the capacity of the enterprise, the level of mechanization and automation, and the way the work is organized. That is why it is one of the key factors to continuously study the cadre structure and to determine the number of personnel involved in each category.

The issue of improving the mechanism of economic and organizational management of the personnel training system is thoroughly studied and scientifically-practical conclusions are made.

One of the contemporary requirements is improving the mechanism for managing the training of the oil and fat industry, identifying perspective directions for the labor market training.

The task of improving all the socio-economic and institutional arrangements that contribute to improving the efficiency of personnel training can be divided into two major dimensions:

- a set of measures to help cadres training comply with market economy requirements;
- personnel training system and labor market requirements.

There are a lot of ways to ensure the system's effectiveness, the ultimate goal of the personnel training complex

Reconstruction and expansion of annually operating enterprises at the oil and fat-and-oil industry will be accomplished by commissioning new capacities. Therefore, expediency and sequence of oil and fat production enterprises is one of the key issues in supplying the industry with raw materials.

In our opinion, management of oil and fat industry and their effective use should be organized in accordance with the principles of market relations. For this you need to pay attention to the following:

- Ensure that fat-and-oil-extracting enterprises must be clearly separated in each process, scale and sequence of workers' labor;
- Organizing the work of the organization within a reasonable time frame of each type of work;
- Clearly define company-managed responsibilities and achieve proper distribution of responsibilities.

At the same time, it is necessary to implement a number of projects to meet the requirements of the time, in order to optimize the cotton fields and seasonal work of the sector, to ensure the employment of workers in the oil and fat industry and to receive additional income. In particular, the establishment of sewing shops for the efficient use of the empty building and ground areas, the launch of the sewing workshops required for the employees of the oil and fat industry, as well as the incubator workshops for the development of poultry in the

family of oil and fat industry workers, lemon and we hope that providing practical assistance in the cultivation of fruit trees will give a positive result, taking into account the seasonality of the staff.

In addition, it is possible to increase the profitability of the enterprise and create new workplaces by improving the processing of technical cottonseeds and production of cotton oil, the processing of oil and fat stock companies.

In particular, it is planned to introduce technology of production of cotton shrub with biofuels and packing granulated grains, production of salad oil and palmetin oils on the system enterprises, and localization of cottonseed oil, introduction of bentonite bleaching technology in the country, vegetable oils and butter the production of special fat, which is the main source of popular consumption, production of spread oils, as well as the production of liquid soap products of natural, local raw materials (fats), which do not cause harm to human health, as well as useful types of liquid soap products.

In addition to the above suggestions, we consider it necessary to upgrade the skills of leading and experienced personnel in the oil and fat industry, based on modern methods of management. All of this is considered to be the result of work in the system, innovation, improved technology in the processing of cotton raw material, as well as the production of high quality cotton and high quality products, as well as high labor and technical productivity due to the efficient use of raw materials.

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