

Organizational and Economic Support for the Management of the Development of Human Capital in the Digital Economy

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Abstract: This article explores the exchange of information based on innovative technologies, based on its dissemination, and its theoretical description, a structure that allows relationships between many companies.

Keywords: innovative system, innovative companies, innovative development strategy, digital competencies, systemic approach, digital infrastructure.

Introduction

In the context of the digital economy, economic relations are mainly leading to the increasingly widespread use of digital production and digital service processes. Implementation of network interactions between value creators is designed according to the concept of innovative development. Information exchange on the basis of innovative technologies is based on its diffusion, and its theoretical description is reflected in the works of modern economists as a structure that allows the implementation of relations between many companies.

As a mechanism for formalizing network relations, the architecture of the innovation system is studied from the point of view of the problems of coordination of cooperation and competition between participants and creation of incentives for participation in the innovation system.

Brief analysis of scientific works of other scientists on the topic.

The priority of human capital development is universal for both developed and developing countries, as well as for stable economies and systems implementing innovative development. This has been confirmed in many studies carried out by the world's leading scientists and experts of international organizations.

of the well-known economist T. Shults, issues such as the formation and development of human capital, investment in human capital, sale of human capital in the labor market, labor potential, factors of human capital development, levels of human capital development were studied¹.

Also, in the work of G. Becker, the methodological foundations of the theory of social development, economic growth and human development, the formation and development of the theory of human capital, the main criteria for evaluating human development and their

¹Schultz, TW Investment in Human Capital / TW Schultz // The American Economic Review. 1961. Vol. 51. Pr. 1–17.

characteristics , the main criteria of human development , the concept of human development related researches have been carried out ².

E.A.Merzlyakova and T.S.Kolmykova emphasized the importance of abandoning the neoclassical concept of the "linear" economy and the importance of transitioning from the introduction of the linear model of economic development to new forms that ensure the rational use of limited resources and are focused on product diversification. This allows improving the quality of life of the population without harming the development of future generations.

Research Methodology (Research Methodology)

In the research process, a dialectical and systematic approach, comparative and comparative analysis, statistical and dynamic approach, and grouping methods were used to study economic systems and ratios for the organizational-economic support of human capital development management in the digital economy.

The purpose of the article. In the design of the innovation system, the profit of the participating company is generally increased through interaction within the whole model. Since it is difficult for a single innovative enterprise to combine all the elements that provide a competitive advantage in the market, the participation of industries in cooperation is considered advantageous.

The innovation system architecture is made up of various participants: investors, state bodies, financial and credit organizations, insurance organizations, suppliers, intermediaries and distributors, customers, research institutions, scientific blocks consisting of research laboratories, universities (Fig. 1).

The innovative system complements the concept of value creation by expanding the range of entities directly involved in the supply-producer-consumer chain. Participants who do not belong to the traditional value chain can enter the system, including small innovative companies, financial and insurance institutions, outsourcing companies, innovation coordination structures, etc.

Main system innovative of the system in the center on located technology is a leading company . This own of innovations efficiency increase technology, services , information for support tools like system of possibilities used another all participants by is appreciated . One organization one how many belongs to in systems participation reach and each in one play different roles can

Modern innovative active companies are trying to create a product on their own or to join a successfully developing system. Today, large companies such as Apple, Google, Siemens, Microsoft, IBM, Walmart are the world leaders that have created large-scale and complex innovative systems that work effectively in the market.

Thus, the innovative system is an interdependent integrated structure that formalizes the system of complex relations between its participants and their resources, and its purpose is aimed at the formation of innovative culture, the realization of innovative products and services.

²Becker G. Human capital (book chapters). Impact of human capital investment on income. USA: Economy, Politics, Ideology, 1993. - No. 11.



Picture 1 . Innovation in the context of digital transformation system architecture³

An innovative system allows companies to create value that no one else can create ⁴. The productivity and competitiveness of each participant is related to the efficiency of the system as a whole. In this regard, the main goal of scientific research is to study the boundaries of systems. The study of the organizational boundaries of innovative systems expands the theoretical understanding of the modern characteristics of the interaction of networked organizations with the environment , which helps to better understand the possibilities of motivation, stimulation, and innovation efficiency.

In accordance with the concept of innovative development strategy in our republic until 2030, the formation mechanism of the National innovative system, which consists of the elements of the organizational and economic mechanism of this development strategy, and the interdependence and relationship of their elements are presented in Figure 2. Currently, the need to use innovations in the modern sectors and industries of our republic is increasing, which sets the task of mastering modern innovations in the production processes of our country's enterprises.

³ Developed by the author.

⁴ Adner R. "Match your innovation strategy to your innovation ecosystem", Harvard Business Review. -2006, Vol. 84 - No. 4. - p. 98.

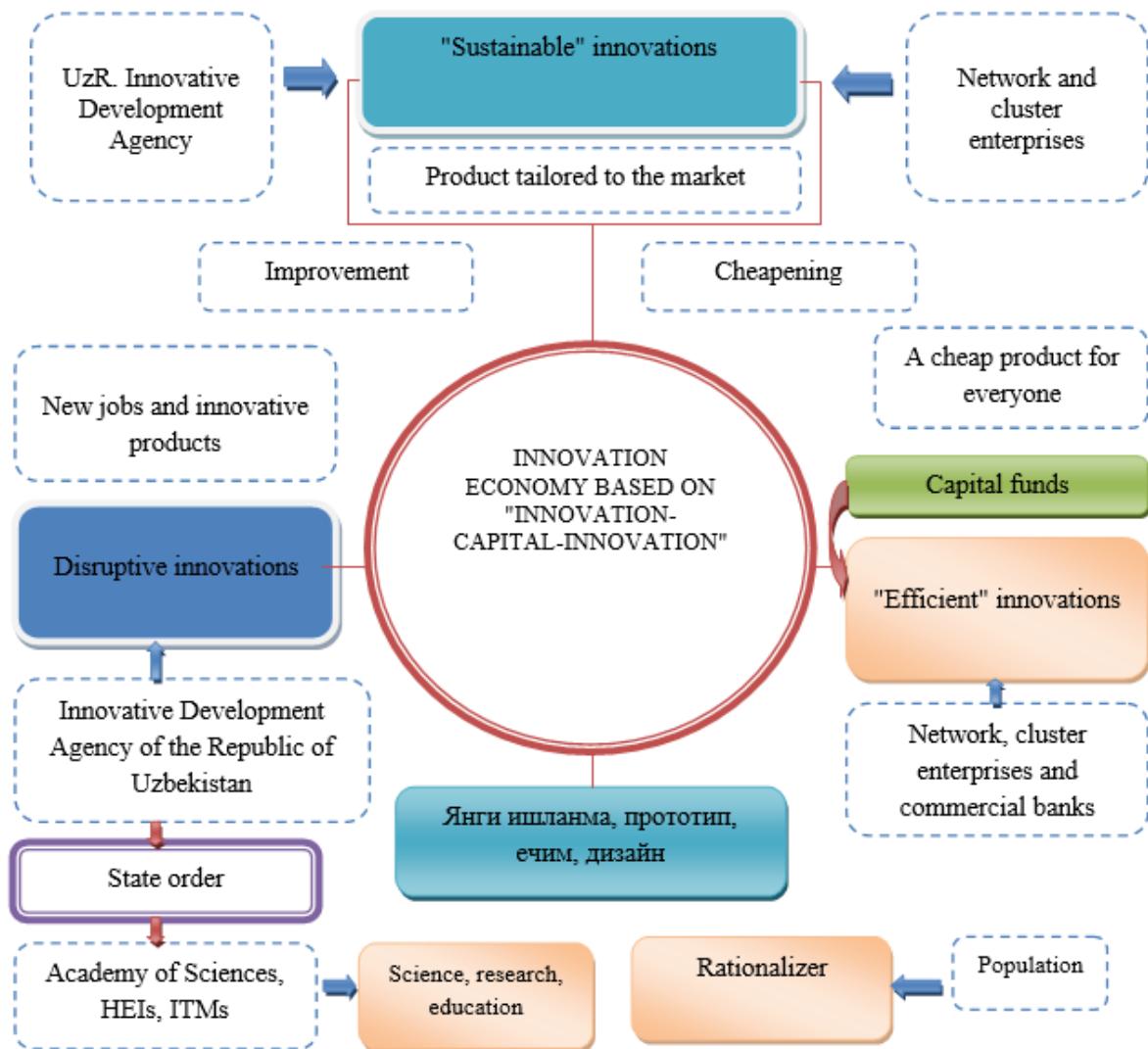


Figure 2. Model of innovative development of the Republic of Uzbekistan⁵

According to statistics from the European Union, more than sixty million Europeans do not have sufficient digital information. In 2020, almost 750,000 people will be unemployed in the information and communication sector due to a lack of people with digital skills. Almost 40% of European employers report difficulties in finding employees with innovation skills⁶. In addition, it is true that 15 percent of youth between the ages of 15 and 24 are unemployed, and that highly skilled youth work in fields that do not match their skill level and talents.

Accordingly, the underdevelopment of digital competences is becoming a serious problem for the implementation of the innovative direction of socio-economic development. It should be noted that it is necessary to form a systematic approach to the formation of the structure of digital competences, which should include not only instrumental skills, but also digital literacy, creativity, critical thinking, communication experience and joint activities.

Investing in human capital and creating ample opportunities for lifelong learning is essential. As can be seen from the current situation, it is necessary to introduce digital technologies into the education system, as well as to create innovative educational ecosystems. Obviously, the role of teachers will increase, so it is important to invest in their professional growth and development of digital competences. The use of innovative teaching methods helps to develop students' creative thinking, creativity, curiosity skills and helps to find ways to solve problems. Artificial

⁵Compiled by the author.

⁶European Commission (2019). Skills Agenda for Europe. - Mode contact : <https://ec.europa.eu/social/main.jsp?catId=1223&langId=en&moreDocuments=yes>

intelligence technologies, digital assessment, predictive analytics and virtual reality will become more widespread in the educational process. Using digital technologies to improve learning processes can support new ways of assessing student achievement.

Organization of the management process of human capital development in the digital economy is related to the classification of the factors determining its new system. During the research, personal (age, education level and income) and environmental (level of socio-economic development, digital environment, formation of educational ecosystems) factors were identified. Besides, exactly human being of capital digital competence formation and development basis exactly ecological factors organizes.

In accordance with the Decree of the President of the Republic of Uzbekistan dated October 5, 2020 No. PF-6079 "On approval of the Digital Uzbekistan - 2030" strategy and measures for its effective implementation, active development of the digital economy in our country, in all sectors and fields, first of all, the state comprehensive measures are being implemented for wide introduction of ⁷modern information and communication technologies in administration, education, health care and agriculture. Based on this decree, in our opinion, it is necessary to pay attention to the following cases in the development of the digital economy in the practice of our republic (Figure 3):

Currently, information exchange is completely different from the conditions of the previous era as a component of the formation of an information civilization in the world globalization. First, every citizen developed mainly under the influence of the information system of his country and nation, but now it is being formed under the strong influence of the flow of information created by all mankind on a global scale ⁸.

The analysis of the target indicators of the "Digital Uzbekistan - 2030" strategy shows that in 2030, the coverage level of high-speed Internet with the global information network of the republic's territories will be 100%, and the coverage level of the population centers with the broadband mobile communication network will be 100% (1-table).



Figure 3. Strategic goals and priorities of digital development in Uzbekistan⁹

⁷<https://lex.uz/docs/5030957>

⁸ <https://einfolib.uz/post/ahborotlashgan-jamiatda-ahborot-almashinuvining-uziga-hosyusyatlari>

⁹Developed by the author.

Support for the digital transformation of the economy and social sphere by the state is provided on the basis of:

- change the regulatory environment of relations between the population, business and the state;
- creation of a modern infrastructure of data storage, processing and transmission, as well as ensuring the efficiency and safety of its operation;
- formation of personnel for the digital economy;
- development of digital economy technologies and assistance in the implementation of projects for their implementation.

The personnel training system is of particular importance in ensuring the digital transformation of human capital, and the main directions of its implementation are:

1. Providing the digital economy with qualified personnel.
2. Support of talented schoolchildren and students in mathematics, informatics and digital economy technologies.
3. Assisting the population in developing digital literacy and digital economy competencies.

Solving the problem of staffing the digital economy is based on the development of a competency model, improvement of training programs, as well as support of relevant educational projects with grants.

Improving vocational education programs and introducing new training systems will provide the economy with the necessary personnel based on digital competences.

Table 1. Target indicators of the "Digital Uzbekistan - 2030" strategy

No	Indicator name	Measurement unit	Current status 2022	Over the years	
				2025	2030
1.	across the republic built fiber optic contact of the network length	thousand km	70	120	250
2.	Republic territories high the fastest Internet in the world information network with coverage level	Percent	74	85	100
3.	Social of objects high the fastest Internet in the world information network with security level	Percent	100	100	100
4.	House of farms wide broadband Internet world information network with security level	Percent	74	85	100
5.	Population of points wide striped mobile contact network with coverage level	Percent	100	100	100
6.	Electronic government development international in the rating "Electronic government development index » of efficiency indicator	b all (0-1 interval a)	0.70	0.75	0.86
7.	State services centers by displayed state services relatively The only one interactive state services portal through electronic state to be displayed of services share	Percent	60	70	90
8.	The only one interactive state services portal electronic state services relatively mobile devices using use opportunity has an electronic state services share	Percent	30	42	60
9.	The only one interactive state services portal through displayed transactional services share	Percent	45	60	75
1	Percentage of large business entities that have	Percent	40	65	100

0.	implemented an enterprise resource management system (ERP).				
1.1.	Online banking services number of users (legal and physical persons)	million people	15	17	20
1.2.	Software products and information technologies technological park's incubation and acceleration programs the number of included start-up projects	Piece	250	700	2 300
1.3.	The number of admission quotas to higher education and secondary special education institutions for training personnel in the field of information technologies	Thousand	12	15	20

The reduction of jobs due to the automation of production creates the need to create additional conditions for the development of entrepreneurship. Accordingly, within the framework of the strategy, support for the development of general education schools and business incubators and accelerators implies the normative strengthening of the right to further development of the startup created within the framework of the final qualification work.

Experts say that over time there will be a decrease in the value of a diploma in the labor market, as a result of which employers will need to independently assess the qualifications of potential employees who can lead. In the process of implementing the strategy, it is planned to create an effective mechanism for forming a profile of the person's competencies with the possibility of using its development direction as a legal resume, taking into account the proven results of all professional activities.

The digital transformation of the economic space requires the retraining of the existing specialists of the state and local government bodies, as well as the employees of the social sphere.

Prospective changes in the structure of the labor market caused by the digitization of economic sectors and industries represent the importance of creating a system for identifying, supporting and developing talents in the field of mathematics, informatics and digital technologies.

Conclusions.

1. The innovative system complements the concept of value creation by expanding the range of entities directly involved in the supply-producer-consumer chain. Participants who do not belong to the traditional value chain can enter the system, including small innovative companies, financial and insurance institutions, outsourcing companies, innovation coordination structures, etc.
2. Investing in human capital and creating ample opportunities for lifelong learning is essential. As can be seen from the current situation, it is necessary to introduce digital technologies into the education system, as well as to create innovative educational ecosystems. Obviously, the role of teachers will increase, so it is important to invest in their professional growth and development of digital competences.
3. Solving the problem of staffing the digital economy is based on the development of a competency model, improvement of training programs, as well as support of relevant educational projects with grants.

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