
FEATURES OF HUMAN RESOURCES MANAGEMENT IN MODERN WORLD

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ABSTRACT

Human Resources Management (HRM) in the modern world has evolved into a strategic function that goes beyond administrative tasks to actively shape organizational success. It emphasizes talent acquisition, employee engagement, diversity, and continuous development in a rapidly changing business environment. Technological integration, such as AI-driven recruitment and HR analytics, enhances decision-making and efficiency. Modern HRM also focuses on employee well-being, remote work policies, and flexible work arrangements. Additionally, it supports organizational agility by fostering innovation, resilience, and a growth-oriented culture. These features make HRM a critical partner in navigating global competition and workforce transformation.

KEYWORDS: Human resources management, competition, transformation, strategy, employee, effective, business environment.

INTRODUCTION

The formation of knowledgeable and business-minded employees is of great socio-economic importance in ensuring the transition of the Republic of Uzbekistan to a socially oriented market economy and implementing its “National Program for Personnel Training”. Currently, personnel management is one of the urgent problems in our country. In this regard, our government has adopted a number of regulatory legal acts. Among them are the Laws “On Education”, “On Employment of the Population”, and the Presidential Decree “On Improving the System of Advanced Training of Promising Young Pedagogical and Scientific Personnel and Improving the Experience Exchange System”.

The changes taking place in the economic and political systems of our republic, along with creating great opportunities for each person, for the stability of his life, also pose serious risks, practically introducing a certain degree of uncertainty into the life of each person. In such a situation, personnel management is of particular importance, because it allows for the implementation of a whole range of issues of adaptation of the individual to external conditions, taking into account the personal factor in the structure of the personnel management system in the organization. Therefore, it is necessary to develop completely new approaches to the priority of spirituality and values. The main aspect within the enterprise and organization is the employee,

and outside the organization - consumers of products. It is necessary to turn the spiritual consciousness of the employee not towards the void, but towards the initiator. The hierarchy will take second place, giving way to spirituality, culture and the market.

According to scientists, the concept of the role of personnel in production has changed:

1. The use of labor resources. This concept was reflected in the late 19th century - in the 60s of the 20th century. In this concept, not a person is considered in production, but labor, measured by his function, working time and wages.
2. Personnel management. This concept was developed in the 1930s. The scientific basis of this concept is the theory of bureaucratic organizations. In this, a person's official role is considered through a position, and management is carried out through administrative mechanisms (principles, methods, powers, functions).
3. Human resource management. A person is viewed not as a position (not as a structural element), but as a non-renewable resource - a social element of an organization consisting of three main components (labor function, social relations, employee status). The founders of this concept are leading Japanese scientists.
4. Human management. According to this concept, a person is the main subject of the organization and cannot be considered as a separate object of management, but as a resource. The strategy and structure of the organization should be formed based on the desires and abilities of a person. The founders of this concept are considered to be leading scientists from Japan.

Human resources are the assets that help an organization achieve its goals. Human resource management is concerned with the people in an organization. It reflects a new perspective that views an organization's workforce as its resources and assets. Human resources are the collective knowledge, abilities, skills, talents, and capabilities of an organization's workforce. The values, ethics, and beliefs of the individuals working in the organization are also part of human resources. In today's complex environment, no business or organization can survive and thrive without adequate human resources. Thus, human resources have become the focus of every progressive organization.

The human resource management process is a process that connects people and organizations. According to Flipppo, "Human resource management is the planning, organization, and procurement, development, compensation, integration, maintenance, and control of human resources to achieve individual, organizational, and social goals. This definition shows that the human resource management process is closely related to the management functions of planning, organizing, directing, and controlling. The main purpose of these functions is to ensure that the enterprise achieves its basic, organizational, and social goals.

The characteristics of Human Resources Management are as follows:

1. HRM is a widespread force, it is present in many enterprises and covers all parts of the enterprise
2. Action-oriented: HRM focuses on procedures and rules, not on keeping written records.
3. Personal orientation: it is an orientation that allows employees to reveal their potential. Through this, it is possible to effectively select and develop qualified employees, create a systematic salary policy and motivate employees.

4. People-oriented: HRM considers people as the central object, both as individuals and in groups. In order for the enterprise to achieve good results, HRM assigns specific tasks to its specialists.
5. Future orientation: Effective HRM provides motivation and a loyal workforce that can help the organization achieve its goals.
6. Development-oriented: HRM emphasizes the full development and demonstration of human potential. The reward system is also designed based on the needs of employees. Development programs are developed to discover and develop additional skills. Job rotations are organized so that employees have a variety of work experiences.
7. Integration mechanisms: HRM takes steps to establish cordial relations between employees at different levels. In short, it tries to integrate employee assets in the most optimal way across the enterprise.
8. Comprehensive function: HRM is considered to have an impact on any organizational decisions made in the enterprise to a certain extent.
9. Support service: HRM helps line and operators to perform their tasks more effectively. HR manager is a specialist consultant.
10. Multidisciplinary function: HRM uses valuable information from disciplines such as psychology, anthropology, sociology, economics in its multidisciplinary activities.
11. Continuous function: HRM is not a short-term process. Properly organized HRM is very important for the development and growth of the enterprise.

The main objectives of HRM are:

- a- To help the enterprise achieve its goals
- b- To effectively attract a capable and qualified workforce to the enterprise
- c- To continuously provide the enterprise with highly motivated and highly qualified personnel
- d- To create conditions for employees to be satisfied with the work process and to express themselves
- e- To create opportunities for employees to achieve a work-life balance
- f- To be ethically and socially responsible for the needs of society

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