

THE ISSUE OF NEW PERSONNEL FOR NEW UZBEKISTAN

Otabek A. Khasanov

Doctor Of Philosophy In Political Science (Ph.D.), First Deputy Director, Agency For The Development Of Public Service Under The President Of The Republic Of Uzbekistan

ABSTRACT: This article discusses the issue of new personnel for new Uzbekistan. It must be admitted that there are no idle leaders in state offices, who are, to put it bluntly, “watching flies”. But, unfortunately, the effectiveness of the work of most managers, whose real working day is more than 8 hours, does not reach 100%. This situation requires the promotion of practical solutions to the problem.

KEYWORDS: New personnel, new Uzbekistan, idle leaders, state offices, managers, practical solutions.

INTRODUCTION

State civil servants should be free from old-fashioned thinking, be masters of their field, be distinguished by the efficiency and effectiveness of their activities, and serve their people sincerely. Such personnel are the core of the new generation of management personnel. From this point of view, based on the problems that managers often face, competence models adapted to different links and positions were developed and enriched based on new requirements. Critical analysis, foresight (systematic and strategic approach), social intelligence (feeling the pain of society), consumer (citizen) orientation, and lifelong learning were ranked among the competencies in high demand. Now it is a priority to rely on these competencies in the selection, training, placement and development of leading personnel.

It must be recognized that there is a direct relationship between the quality of public service and the quality of life of the population. Therefore, stable socio-economic development is ensured in countries that have implemented reforms to improve the efficiency of public service. Therefore, a number of questions will be transverse: what should be done to dramatically increase the efficiency of the public service? How to determine the quality of work of officials? The answers to these questions are tricky, but they cannot be left open. For this reason, the issue of measuring the effectiveness of public servants and the useful work coefficient becomes relevant.

THE MAIN FINDINGS AND RESULTS

In the 1950s, Peter Drucker put forward the idea of “Management by Objectives”. He suggested evaluating management productivity through key performance indicators. Thus, it has become a tradition to rely on key performance indicators (KPI) in the management of government employees. Nowadays, KPI has become one of the advanced management tools and is actively used in the world.

The development strategy of the new Uzbekistan envisages the introduction of the “National rating” system, based on the most important performance indicators (KPI) of the activities of civil servants and state bodies. Therefore, it has become an important task to develop a system of performance indicators for ministries and agencies, and for individual officials. It must be admitted that there are no idle leaders in state offices, who are, to put it bluntly, “watching flies”. But, unfortunately, the effectiveness of the work of most managers, whose real working day is more than 8 hours, does not reach 100%. This situation requires the promotion of practical solutions to the problem.

If we look at the international experience, we can see that a lot of attention is paid to this issue. KPI is a system of measuring the performance of individual entities (organizations, departments, employees) through specific indicators, which is directly related to the strategic goals of the organization. Without such a system, executives cannot coordinate their actions with the organization’s strategic goals. The introduction of KPI in the civil service has the following purpose:

- to encourage efficient and high-quality work of state agencies, their units, individual employees;
- analysis of the compatibility of the tasks of civil servants with the needs of the society;
- connecting the activities of civil servants with the strategic goals and tasks of the organization;
- establishment of feedback communication between the management personnel and the consumers (population) of public services;
- organization of supervision of the activities of civil servants;
- increase the openness and transparency of the activities of state agencies.

When implementing a KPI system, setting indicators requires serious attention. Because KPIs need to be quantified. Importantly, these indicators should be determined in advance, systematically selected, based on objective data and adapted to the goals of the organization. Importantly, these indicators should be able to be literally influenced by management personnel. In addition, in order to ensure the performance of the assigned tasks during the visits of the head of state to the regions, a rating system was developed for evaluating the performance of the leaders of 824 district (city) sectors. The results of the survey conducted among residents and community leaders are also taken into account when forming the rating of sector leaders. 50% of the rating is made up of 25 indicators in 6 directions, 30% of it is formed based on the results of a survey conducted among residents and 20% among neighborhood leaders. After all, evaluating the performance of management personnel requires studying the level of satisfaction of the

population with the performance of leaders. For this purpose, the social survey conducted by the Agency examines the attitude of the population to the socio-political situation in the country, the level of satisfaction of people with the activities of the administration and sectors, and the mood of the population.

CONCLUSION

In conclusion, it can be seen that the KPI system imposes completely different requirements on those who work in government agencies, and forms a new image of a civil servant. In this way, the public servant becomes a highly qualified person who thinks about the future, performs complex tasks quickly and efficiently, achieves great results at low cost, and can make a real contribution to the achievement of the organization's strategic goals.

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