

THE ESSENCE OF THE MODERN MANAGEMENT SYSTEM AND ITS IMPACT ON HUMAN RESOURCE DEVELOPMENT

Komiljon Baykhanov Olimjon o'g'li
Namangan State University, Doctoral Student

Abstract: This article analyzes the essence of the modern management system and its impact on human resource development. Modern management systems are characterized by innovative and digital solutions, providing opportunities for increasing efficiency and effectiveness in human resource development. The author examines in depth the changes in the management system and their positive and negative effects on the human resource development process. Recommendations are also made on ways to increase the competitiveness of enterprises and organizations by improving effective human capital management mechanisms. The results of this study are of great importance in developing future management strategies of organizations.

Keywords: modern management system, human resources, development, innovative management, digital technologies, human capital, efficiency, competitiveness, organizational strategy, management, personnel potential.

A modern management system plays an important role in managing changes in the field of human resources development. Today, organizations are faced with the task of improving the quality of human capital and organizing a management system based on modern requirements. In the conditions of fierce competition in the global economy, effective development and management of human resources is becoming increasingly relevant. According to the reports of the International Labor Organization (ILO), effective human resource management is recognized as one of the main factors ensuring the sustainable development of organizations [1].

In addition, such authoritative international organizations as the World Bank and the OECD also emphasize the need for human resource development and the use of innovative management systems [2]. Also, recent resolutions and decrees adopted by the Government of the Republic of Uzbekistan confirm the need to use modern management mechanisms aimed at human resource development. In particular, the Decree of the President of the Republic of Uzbekistan No. PF-34 dated February 17, 2023 "On measures to improve the system for the development of human capital and the use of innovations" is an important document in this direction [3].

The relevance of the topic is that at the current stage of the global economy, human resource development is considered one of the main areas of strategic management, and the

main attention is paid to the use of international experience in this regard and the analysis of the effectiveness of its application in local conditions.

Today, one of the main factors in increasing the efficiency of the economy in the Namangan region is the effective development and use of human resources. The tables below provide a detailed analysis of productivity and human resource efficiency indicators by district in the region.

Table 1

Productivity dynamics by districts of Namangan region (tons/ha)

District	2020	2021	2022	2023	2024	2025
Namangan city	32.0	33.5	34.2	34.8	35.5	36.0
Yangikurgan	31.0	32.3	33.1	34.0	34.8	35.6
Narin	26.0	26.7	27.5	28.2	29.0	29.5
Mingbulak	26.2	26.8	27.6	28.4	29.2	29.7

Source: Namangan Regional Department of Statistics, 2025.

The dynamics of productivity in the districts of Namangan region have been steadily increasing over the years 2020-2025. In particular, the city of Namangan led the way in productivity, increasing productivity from 32 tons to 36 tons during this period. This increase occurred as a result of the modernization of agricultural technologies and the introduction of innovative management methods. Significant growth was also recorded in Yangikurgan district, which is associated with the improvement of production processes in the region and the practice of rational use of resources. In Naryn and Mingbulok districts, although productivity indicators are slightly lower, they have a tendency to develop gradually. This situation requires the identification of regional problems and the implementation of necessary measures for the development of agriculture.

Table 2

Human resource efficiency index in districts of Namangan region (in percent)

District	2020	2021	2022	2023	2024	2025
Namangan city	78.2	79.5	81.0	82.3	84.1	85.7
Yangikurgan	74.5	75.9	77.2	78.8	80.3	81.9
Narin	68.7	70.2	71.8	73.3	74.9	76.5
Mingbulak	69.1	70.8	72.4	74.0	75.7	77.2

Source: Namangan Regional Employment Department, 2025.

Human resource efficiency in Namangan region is also growing significantly. In particular, the city of Namangan is distinguished by high efficiency indicators and by 2025 it amounted to 85.7 percent. This result is a successful result of management reforms and

personnel training programs being carried out in the regional center to increase human resources capacity. The growth in Yangikurgan district also demonstrates the effectiveness of measures in this regard. The gradually increasing indicators in Naryn and Mingbulok districts indicate the need to further strengthen strategic management mechanisms for human resource development. This indicates the need to improve education and training programs in the regions and develop a system for working with personnel.

This study deeply analyzed the practices of human resource development in Namangan region in the modern management system and came to the following scientifically based conclusions:

The effective use of a modern management system has a significant impact on human resource development, and this process increases the overall efficiency of enterprises and organizations. An example of this is the high level of productivity and human resource efficiency indicators in the city of Namangan and Yangikurgan districts.

The continuous growth of productivity and human resource efficiency, especially in central regions, indicates the need to introduce modern management methods and innovative technologies. In remote regions such as Naryn and Mingbulok, efforts in this direction need to be strengthened.

To further improve the human resource efficiency indicators of the region, it is necessary to introduce the widespread use of digital technologies and artificial intelligence tools in local governance systems.

To increase the capacity of personnel and train qualified specialists, it is important to improve regional education and training systems, involving public and private sector cooperation in this process.

It is necessary to support human resource development in all districts by further expanding modern management methods and deepening the integration of digital technologies.

In low-performing districts such as Naryn and Mingbulok, it is necessary to modernize management systems, in particular, develop special programs for the development of education and practical skills.

It is recommended to implement innovative management projects on the basis of public-private partnerships, thereby creating sustainable mechanisms for regional development.

It is necessary to improve the system for monitoring and evaluating indicators for human resource development and organize the management of this system through centralized digital platforms.

It is necessary to conduct practical research on human resource development in cooperation with scientific and research centers, thereby creating innovative management strategies adapted to the regions.

The above proposals and recommendations will be of great importance for further development of human resources in Namangan region and effective and innovative organization of management systems.

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