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SOCIO-ECONOMIC SIGNIFICANCE OF HUMAN RESOURCE MANAGEMENT

Abstract: *it is known that employment is one of the most important macroeconomic indicators. At the same time, employment has a social character. It reflects not only people's need for income, but also the need for self-expression through social activities, as well as the satisfaction of society at a certain level of socio-economic development. The need for paid work, the priority of a socially useful activity, the criteria for participation in labor, the choice of profession and place of work, the reason for work, the interest in high-performance work and the possibility of such work based on professional skills and ability to work - all of them arise as a result of the social orientation of man in society, the state's fiscal and distribution policy, structural changes in the national economy, the development of the service sector, education and health policy, and so on. In this regard, it is necessary to warn the population against the mistake based on a simple understanding of the nature of employment.*

Key words: *labor resources, employment, macroeconomic indicators, employment problems, supply and demand.*

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Introduction

Employment is often defined as the supply and demand for labor. When there is no unemployment, there are no unresolved employment problems. In this way, the category of employment and the labor market will be similar. The proposed economic program to overcome the crisis does not take into account the deep processes of employment. For example, these processes are related to the characteristics of labor of different socio-demographic groups, the level of education, social orientation, including the cause of labor, and so on.

II. Literature review

Looking at employment as a problem of unemployment leads to an underestimation of the objective necessity of shifts in the use of labor resources, which lead to a new approach to solving the problem of full and effective employment, achieving high levels of labor productivity and progressive employment, formation of the sectoral structure: meeting the needs of the national labor force, taking

into account its quantity and quality, improving the socio-professional characteristics of labor resources, linking employment with the goals of demographic development.

III. Analysis

Macro-level employment policy is aimed at shaping the main features of employment in a socially oriented market economy: ensuring full employment with the necessary conditions for the realization of the right of citizens to work and achieve a high standard of living. It is known that the market is divided into groups to increase the efficiency of the economy through these appropriate management methods, to squeeze out economically inefficient jobs from the management sector, to increase production efficiency and to meet the consumer needs of the population. In this context, promoting full employment remains a strategic goal. As a result of increased labor productivity and the functioning of the economy as a whole, to ensure modern living standards, reduce employment, and expand part-time work. There is a

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financial basis for reducing the working week. In order to fulfill the social need for the professional activity of the individual as a means of self-expression, even the most optimal combination of working and leisure time, and for every citizen to work, study, rest, children should be able to engage in parenting. The most important criterion of a socially oriented market economy is the attitude to employment. Employment remains an integral part of comprehensive social policy. The social nature of employment problems is determined by the fact that it is primarily focused on the person, his interests and needs in the field of labor. There are at least four social aspects to employment that need to be considered:

a) employment is inextricably linked with the most important human right enshrined in the Constitution, the right to work;

b) the crucial role of employment in shaping living standards and decent living conditions. It is precisely the increase in employment activity that is currently the most important guarantee of improving the living standards of able-bodied citizens and their families;

c) the formation of a new cause of highly productive labor, which is the basis for the increase of the well-being of everyone and of society as a whole;

d) it is labor activity that changes a person, reveals and increases his professional potential, stimulates the development of the individual. Together with other aspects of social policy, it should be considered as one of the main directions of employment development, which determines the redistribution of financial, material and labor resources in the national economy, the priorities of scientific and technological development. It also identifies ways to deploy productive forces and improve quality of life. This is one of the most important problems, and the solution to the problem of employment, and therefore the success of the reform of the whole economy, depends to some extent on the recognition and solution of this problem.

The source of the wealth of any society, the main factor in the creation of material and spiritual wealth by human, is labor. Regardless of the social form of society, labor remains a necessary activity in the production of tangible and intangible goods. This shows the economic nature of labor and its economic category. People are constantly improving the production process, expanding the scope of labor activities. Because all the problems of economic development are related to the economical use of limited resources to meet growing needs, labor is the basis of economic development of society. In the process of labor, a person expends a certain amount of physical and mental energy, resulting in functional changes in his body, which are explained by the biological aspect of labor. From a biological point of view, labor is the movement of nerves and muscles in the body using energy and changes in protein. A

person's basic need to work is primarily related to his or her need to live. It is also possible to exemplify the needs and interests, desires and aspirations, values and ideals of the internal motivating forces that lead to work. The role of labor in the development of man and society is manifested in such a way that in the process of labor not only material and spiritual wealth is created to meet human needs, but also the workers themselves develop, develop new skills, demonstrate their abilities, increase and enrich their knowledge. Also in the reproduction of the working population and labor resources, also influences the formation of labor supply and demand in the labor market. As a result of the changes that take place as a result of labor, a new quality of labor is created, that is, in the new working conditions, more physically and spiritually mature workers armed with serum tools are employed, and their productivity is much higher than previous results will have indicators. This circular cycle always continues and new aspects of labor, its new results, are discovered.

Effective use of social partnership methods in the process of human resource management. Social partnership is the development of coordinated socio-economic policies, implementation of socio-economic development programs of non-governmental non-profit organizations, public authorities and administration, as well as business entities. The solution of humanitarian problems is the interaction of different segments of the population in protecting the rights, freedoms and interests. The main tasks of social partnership in the process of human resource management are:

- development and implementation of socio-economic policy of social partners in the process of human resources management;

- implementation of targeted programs of human resource management, ensuring concerted and goal-oriented joint efforts to address humanitarian issues;

- formation of strong partnership relations of the subjects of social partnership in addressing issues of social significance;

- support non-governmental non-profit organizations in the management of labor resources in the implementation of socially useful activities, the development of civic initiatives;

- development and promotion of initiatives of social partnership entities in addressing labor management issues;

- strengthening the confidence of citizens in public authorities and administration on the basis of ensuring transparency and openness in their decision-making and implementation of human resources management;

- improvement of existing forms and effective models of social partnership and development of new ones;

- creating conditions for the development of civil society institutions representing the interests of young

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people, women, people with disabilities, as well as other persons in need of social protection, support for the development of programs to protect their rights and legitimate interests and the expansion of partnerships.

The main principles of social partnership in the process of human resource management are:

- equal partnership and mutual interest;
- respect and consideration of the interests of the subjects of social partnership;
- voluntary commitment;
- freedom to choose and discuss issues of social importance;
- transparency;
- collegiality in the development of joint decisions;
- obligation to fulfill the obligations assumed by the subjects of social partnership;
- integrating the actions of social partners in order to ensure their active participation in the formation and implementation of effective social policy;
- regular monitoring of the fulfillment of obligations by social partners.

IV. Discussion

Sectoral and intersectoral movement of labor resources another type of mobilization of labor resources in the system of production processes, which reflects the laws of division of labor, is the movement of employees across sectors of the economy. The mobilization of the labor force between one or another sector (intra-sectoral or inter-sectoral mobilization) is observed within small regions (cities, districts and regions) or over large distances outside them - in economic zones. It should be noted that during this process, the regional mobilization of labor resources is also observed. Intra-network and inter-network connections should be made in a smooth manner. But it is very difficult to strike a balance between them. Because not all sectors of the economy can develop at the same time. Of course, as such cases have been observed, it is a difficult task to strike a balance both within the network and in the inter-sectoral monitoring of staff mobilization efforts. The technical level of production, as well as the need for labor in poorly developed sectors of the economy, will vary depending on how the stages of technological development in these sectors continue. In some industries, these needs may increase or decrease for a number of reasons, a process that in turn leads to cross-sectoral redistribution of employees. Another important factor in this process is the intersectoral wage gap. This factor is the main force driving the mobilization of employees of enterprises operating in various sectors in the region, slightly above the level of material and spiritual life indicators. Achieving a balance between sectors through wage increases will have a strong impact on the redistribution process. The impact of self-employment on mobilization efforts

will be reduced, and staff mobilization will be low. In addition, changes in cross-sectoral wages do not always lead to changes in employment. As a result, it is important to note that redistribution of wages is not always a decisive factor. Intersectoral mobilization efforts are related to the labor efforts of the production team, which is explained by the reduction of the workforce operating in the production team and its outward orientation. It is this redirection that becomes the object of redistribution within and between networks. The availability of favorable conditions for cross-sectoral mobilization of employees leads to a technological convergence of networks. In addition, the growing focus on technologists has led to the unification of labor processes in many industries, allowing employees to switch jobs not only in one industry, but between several industries. The mobilization of labor resources in the sectors of the economy, in a sense, also depends on the specific characteristics of the sector. It is important to keep in mind the ongoing development processes in some sectors. The contingent of network employees is, in a sense, formed by the movement of employees within the network, that is, as a result of the movement within the enterprise operating in the same network. According to the data, the total mobilization efforts observed within the network can range from 3 percent to 45 percent. In such cases, the increase in the level of cross-sectoral mobilization is also indicative of the high level of professional training of employees: for example, in the group of employees engaged in agriculture intra-network mobilization as a result of neglect of occupations metallurgist in the field of metallurgy, while 2.9 percent of the movement 38.9 percent in the staff group. Such advantages of the mobilization of employees within the network are manifested, first of all, in the availability of opportunities to maintain their profession, moving from one workplace in the network to another, that is, to a workplace with favorable working conditions. The breadth of the scale of mobilization of employees within the network, the differences between the location of enterprises operating in a particular network in the region, the number of employees employed in these enterprises, the conditions and characteristics of labor activity in the network, the level of labor intensity, is determined by the preferences created for labor consumption. It should be noted that with the increase in the number of small businesses, the level of mobilization will also increase. Therefore, in order to reduce the mass mobilization of workers, it is necessary to increase the concentration of the production process in all sectors, especially in sectors of the economy with a large number of small enterprises. Convergence of working conditions in different sectors and industries of the economy leading to an increase and an increase in the overall production dynamics will come.

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Professional mobility of labor resources. The laws of occupational mobility are one of the least studied. This problem is due to the large number of professions in the economy, the very complex and contradictory nature of this process. Professional mobility of labor resources is a dynamic process, the implementation of which ensures a quantitative and qualitative correspondence between the labor force and the available jobs. This is determined by changes in the professional structure of employment. The professional structure of employment, in turn, is determined by the level of development of the productive forces of society. The state of the material and technical base of society predetermines the professional composition of labor resources. They say that many economic laws, primarily the social division of labor, are directly reflected in changes in labor. Advances in science and technology are constantly improving the division of labor and determining changes in the occupational structure of employment. Technological advances, on the other hand, are changing the division of social labor. This makes it necessary to change labor, to move labor resources. The law of labor change provides for the existence of a comprehensively developed employee, and the qualitative composition of labor resources is the most important factor determining the change in the professional structure of employment, is

calculated. Alternative employment structure and professionalism changes in mobility occur in conjunction with improvements in the employment network structure.

V. Conclusion

At different stages of society's development, certain sectors of the economy become of primary importance. For example, today the share of industries that determine the development of technology in the total volume of production has increased. Such changes in the pace of development of some sectors of the economy lead to changes in the professional structure of employment. Changes in the professional structure of employment within a particular socio-economic formation are determined by the improvement of:

- the level of implementation of the achievements of the scientific and technological revolution in production;
- quality structure of labor resources;
- sectoral structure of production and employment.

All these factors are dialectically interconnected and interdependent. Occupational mobility has a certain degree of independence and can change when employment of labor resources does not depend on the improvement of the professional structure.

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