

# DEVELOPMENT OF THE PRINCIPLES AND PRACTICE OF HUMAN FACTOR

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**Abstract**---Activation of the human factor is increasingly important in light of the increasing personal role of the employee based on the concept of management. However, this is not to say that this issue is still fully resolved and is being applied in practice. There are many aspects that need to be studied in the scientific sense, and its constant activation is of great importance in the socio-economic life.

**Keywords**---human factor, human factor activation, democracy, concept, human development, human traits, human behavior.

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## I. INTRODUCTION

Activation of the human factor in the socio-economic sphere of society contributes to the development of democracy. In other words, the activeness of the human factor is determined by the participation of each citizen in the governance of the state and society, the level of its consciousness and culture. Therefore, the process of democratization in the socio-economic sphere of the country is related to the human factor. Since the purpose of renewal and reform is to ensure human interests, it is necessary to provide greater opportunities for civic engagement in addressing them. It does not require big resources or effort. But he can be very optimistic. That is, the process of socio-economic development is not possible without the active participation of the individual. As Nobel Laureate Simon Kuznets notes, "In order to make a breakthrough in scientific and technological development, the country must have the necessary initial human capital, otherwise the economy will not be able to move to the next technological cycle."

Increasing the activity of the human factor, the formation of a new worldview and production culture is a complex process. It is the basis of human conscious activity. The activity of the human factor is shaped by the process of supporting various processes of socio-political, economic, spiritual modernization and reform, or vice versa. The activity of the human factor is manifested in social processes and the social relationships that operate in them. The main driving force of social processes is the conscious activity of the human, the masses. Existing processes are slowed down if citizens are not actively involved in socio-economic life. Without active public participation, reforms and development in the country would not be possible.

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## II. MAIN PART

The importance of conscious activity of the population in the social processes requires their active participation in the processes of modernization and reform in the country. Such activities are very important in all countries.

Among the various resources that are routinely invested in the production process, the human factor, in particular, is the most influential. Forming or changing its consciousness and outlook requires certain tasks. "Whatever resources are used, they are traditionally divided into three main groups: natural or natural resources (land, as French economist JB Eing describes), material resources (capital) and human resources, and the factors that produce them. It can be called '.

"The national independence of the human being in the society and its value in the society sets the following goals and objectives:

- restoring human dignity;
- creation of happy living conditions for people;
- Creation of favorable conditions for self-realization, fulfillment of social duties and tasks, ensuring the continuity of healthy generation, leaving good memories for future generations and full faith.<sup>6</sup>

There are various ways to approach the human factor, to activate it, to react properly. However, the ultimate way is not developed yet. Certain factors in life and production are considered to be priority and important, with some of these factors being left to the margins. The vacuum formed in place of the lost factors over time will not be affected.

"Thanks to the initiative and great efforts of the United Nations, the concept of human development has now penetrated the minds of politicians and ordinary people across the world. The basic purpose of any democratic society - the idea of a human being that is simple but hidden from the core - is the task of every government in developing a domestic and foreign policy to promote a way of life that contributes to the achievement of that goal.

Every country, whether rich or poor, can demonstrate adherence to the ideas of human development by:

- creation of favorable conditions for economic growth and increase of production efficiency;
- creating opportunities for social reconciliation and sustainability;
- creation of broad rights and opportunities for the population to freely choose the sphere of activity, income, social benefits and development opportunities;
- Increasing public participation in decision-making related to public life.

The Sustainable Human Development Concept focuses on the human development that is the primary purpose of human activities. Manufacturing here is not a goal, but a means for a person to live up to this high profile. At the same time, there is a reverse effect - a higher level of production is achieved by increasing the level of human development. The level of development of a society is measured not only by the high economic potential of the country, but also by the extent to which it utilizes this potential for harmonious and comprehensive development of each individual. "

The human factor is shaped by the nature and direction of development of the lifestyle. By analyzing them, it is possible to identify the most pressing problems and to increase the business activity of the people.

"The benefits of relatively recent macroeconomics as a component of modern management are first mentioned at the 1st International Symposium on the Role of Organizational and Human Factors, held in August 1974 in Honolulu. Since then, interest in the problem has been steadily increasing. Japanese economists Noro and Kogi called it "the ergonomics of participation." Professionals in all areas: any organization (as system), productivity, product quality, safety, occupational

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<sup>6</sup>К.Назаровабоишқалар. Фалсафа. - Т.: 2000. - 234 б.

diseases, rational organization design, democratization of production management and work satisfaction, psychological satisfaction. It is common knowledge that they can improve their performance in the field. However, with the introduction of new technology and decision-making, the staff will be involved. If organizational change affects people, they should be involved in the process, and their involvement in the innovation will help them adapt these changes to their needs.”<sup>7</sup>

An analysis of the basic doctrines cited above shows that the basis of these ideas lies in the idea of how much more people use them. That is, it is intended to take away one's identity and to use it widely. Since it requires a different approach, it is desirable to rate it as follows. The more self-assured and free-will the employee is, the more likely he or she will be.

### III. ANALYSES

Activation of the human factor is possible only with the features, opportunities and factors embodied in it. Line control is a fact that does not produce the desired results. However, the lack of a convenient and free way to increase human activity is a priority given to do this through administrative-command.

The main goal of any democratic state is to ensure a happy and prosperous life for its people. The development of society is measured not only by the high economic potential of the country, but also by the extent to which this potential is directed to the development and harmonious development of each individual. The life itself shows that various reforms, unjustified decisions and other actions are not able to develop society, achieve economic development and improve people's well-being.

Activation of human activity is influenced by many human qualities. Therefore, it is important to build a system of attributes that can affect human activities. It is important to develop a description of the importance of each of them. The role, weight, and criteria of each of them in the set of human attributes should also be developed. It has to be in the form of a comprehensive, accessible, endless, accessible, accessible and accessible, highly accurate and socialized system.

“There have been many theories that explain human behavior. In particular, philosophers from ancient times have sought to identify sources and sources of individual activity. Some of them believe that the main cause of human behavior (the doctrine of hedonism) has become so popular in the 20th century American psychology is bichéuism, that its research complex is characterized by various forms of personality behavior as a combination of organism's reaction to external stimulus. .

Theories that explain human behavior based on human needs have evolved more and more. The most famous authors of such theories are A. Maslow, E. Kant, D. McC Clelland, F. Gertsburg and several other scholars»<sup>8</sup>.

The use of each of the human attributes, or a one-sided look at each of these human attributes, influences their behavior and activities. This is because human attributes, as a whole, are inextricably intertwined. Therefore, it is important to see the complexity of the human qualities that constitute human activities, to determine their level of interdependence, to learn how change in one quality is reflected in another, and what effect it has on the formation of human beings. Because man lives not only with the body but also with the spirit. That is why his spirit plays a crucial role in his work.

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<sup>7</sup>Абдурахмонов Қ. вабошқалар. *Персоналнибошқариш*. - Т.: Ўқитувчи, 2007. - 77-78 б.

<sup>8</sup>Абдурахмоноввабошқалар. *Персоналнибошқариш*. - Т.: Ўқитувчи, 2007. - 138-бет.

The human factor and the human qualities that make up it are human capabilities. Their systematic and efficient use is essential for the high level of organization of human behavior and activities. As a social system, people are formed and evolved according to their socio-economic goals and their needs.

There are many types and facets of human qualities that affect human activity. Age, health, physical abilities, mental abilities, and gender are most affected by these factors, which cannot be measured by any scale.

The main idea we have is to try to see the values that affect human activity from a human point of view, to respect the person, to compute it, to satisfy all his needs, to reveal their essence, their place in human life and society.

Professor W.D. The textbook on Fundamentals of Economic Theory, written by Kamaev's authors, states that the subject of economic science is the study of the behavior and management of goods produced in the world of limited resources.

Without the full utilization of the human factor and its activation, it is impossible to achieve the goals set under any conditions and opportunities. However, in the course of the rational use of the human qualities involved in the organization of the proposed human activities, these issues become self-regulating and the need to deal with them extensively through the human factor. It is noteworthy that the innovation-industrial position of the enterprise, or the capacity or willingness of the labor force to conduct such policies, is noteworthy.

Each person builds his or her own life with the help of a range of factors and factors. Whether it is good or bad depends on a person's hard work, effort, intelligence, or knowledge. It is crucial that the ability to use the human qualities that make up behavior and activities is crucial.

The most difficult part of success in a person's life is finding an easy way out.

Without human development, there would be no real progress in life, in life, and in production. At the heart of any progress, discoveries, development and use of new technologies are the human qualities that make up human activity. More importantly, these qualities are created directly and indirectly by each individual and society.

Human character is considered important in all areas, and his role in the organization of life as a human being is not unique. After all, the most important task for humanity is to make the most of the character.

It is necessary to take more seriously the human qualities that constitute human behavior and activities, to study them, to analyze and apply them to life. Whereas, they are the highest link of all factors, the beacon that guides the person to live and work. Admittedly, such a powerful opportunity has been neglected, as if they were neglected in every detail of life. Yet, such human qualities are present in every person and influence them. This is because the qualities are divided into two positive and negative qualities, and there is a great need for each person to increase his good qualities and to eradicate the wrong.

Human qualities play a major role in activating the human factor. Human life is based on a set of attributes. It only includes the qualities that enable them to form and manifest themselves in humans. The rational, proper and efficient use of human qualities ensures a clean, organized and productive life.

Therefore, it is necessary to build a system of human qualities that influences human activities. It must be comprehensive, democratic, with a wide range of possibilities, open, accessible and accessible to all. The system seeks to address all of the human qualities to be used effectively in governance, what criteria should be used for this, and what is the law of the universe's connection. One of the most important issues is finding the key to the secret of human control.

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