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**PRIORITIES FOR IMPROVING THE INFORMATION AND STAFFING OF THE  
AGRICULTURAL MANAGEMENT SYSTEM**

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**Annotation.** Agriculture should remain an integral part of the system of agricultural production, such as information supply, electrification, mechanization and chemicalization, and, as in other sectors, have its own scientific supply, technical base, organizational infrastructure and qualified personnel.

**Keywords.** Informatization, staff training, management, research, consulting, cooperation, management decisions, structure, information security.

**Introduction.** Agriculture should remain an integral part of the system of agricultural production, such as information supply, electrification, mechanization and chemicalization, and, as in other sectors, have its own scientific supply, technical base, organizational infrastructure and qualified personnel. In the current situation in the network, the Ministry of Agriculture should play the role of a catalyst for changes in the field of information, coordinator of the actions of various actors in society, to create a favorable regulatory and legal framework for the development of the industry.

**Literature review.** Problems of formation and improvement of management system Buzilov Yu.T., Voronin A.G., Perru F., Posunko N.S., Poshataeva A.V., Repp H.O., Ushachev I.G. Smyshlyaev V.S. such as in the scientific works of a number of foreign scholars. Extensive scientific research has been conducted and is being continued by Uzbek scientists to increase the efficiency of the network management system. In particular, Akramov E.A., Berkinov B.B., Juraev A.M., Murodov Ch., Usmanov S.N., Umurzakov O.P., Khusanov R.H., Khushmatov N.S., Farmonov T. X., Choriev K.A., Gulomov S.S., Qodirov A.M. and in the scientific work of other scientists, significant results have been achieved in improving the efficiency of the management system. However, in the scientific work of most scholars, the problem of agricultural management was considered before the years of reform. Research conducted during the years of reform is mainly of a specific nature and is carried out within the framework of a specific problem.

**Research methodology:** In the scientific paper, analysis and synthesis, systematic approach, abstract-logical thinking, economic analysis, grouping, expert evaluation and comparison methods were used.

**Analysis and Results.** An important condition for the development and implementation of science-based state policy on agricultural informatization is the scientifically and methodologically correct implementation of this process, the plans, programs and projects applied at all stages and levels. This process begins with the development and scientific substantiation of information policy and strategy, and ends with the analysis of the results and consequences of informatization and the development of recommendations for the effective use of these results and the elimination or mitigation of its negative

consequences. The scheme of scientific and methodological implementation of informatization of public administration in agriculture is shown in Figure 1.

Today, the problems of industrialization of production and information processing, ie the formation of a large complex in the field of information, the need to use high quality information in all areas of human activity and the inability to quickly generate such a large amount of information using traditional media, technology and communication occurs as a result of conflicts. These are logistical, technological and communication issues. Current problems of information provision of agricultural public administration can include industrialization of production and information processing, as well as psychological, legal, economic and social problems.

The logistical problem is to close the gap between the current state of logistics of the information sector and the level of logistics required to deliver the required information. The technological problem is explained not only by the backwardness of information technology, but also by the underdevelopment of agricultural-related sectors of the economy. Technically and technologically, there is no material and technical base for the mass production of new media for agriculture in the country.

Imports of such tools are economically unsustainable for Uzbekistan. In addition, it increases and strengthens the lag behind the developed countries of the world in this regard, thereby having a negative impact on the development of the country. The problem of communication arises as a result of the conflict between the need to provide each employee of the governing body with the necessary information and the impossibility of its implementation in the current state of the communication system in the country.

Psychological problems should include, first of all, the problem of preparing information workers to use the results of this process. This problem is caused by a number of factors, including:

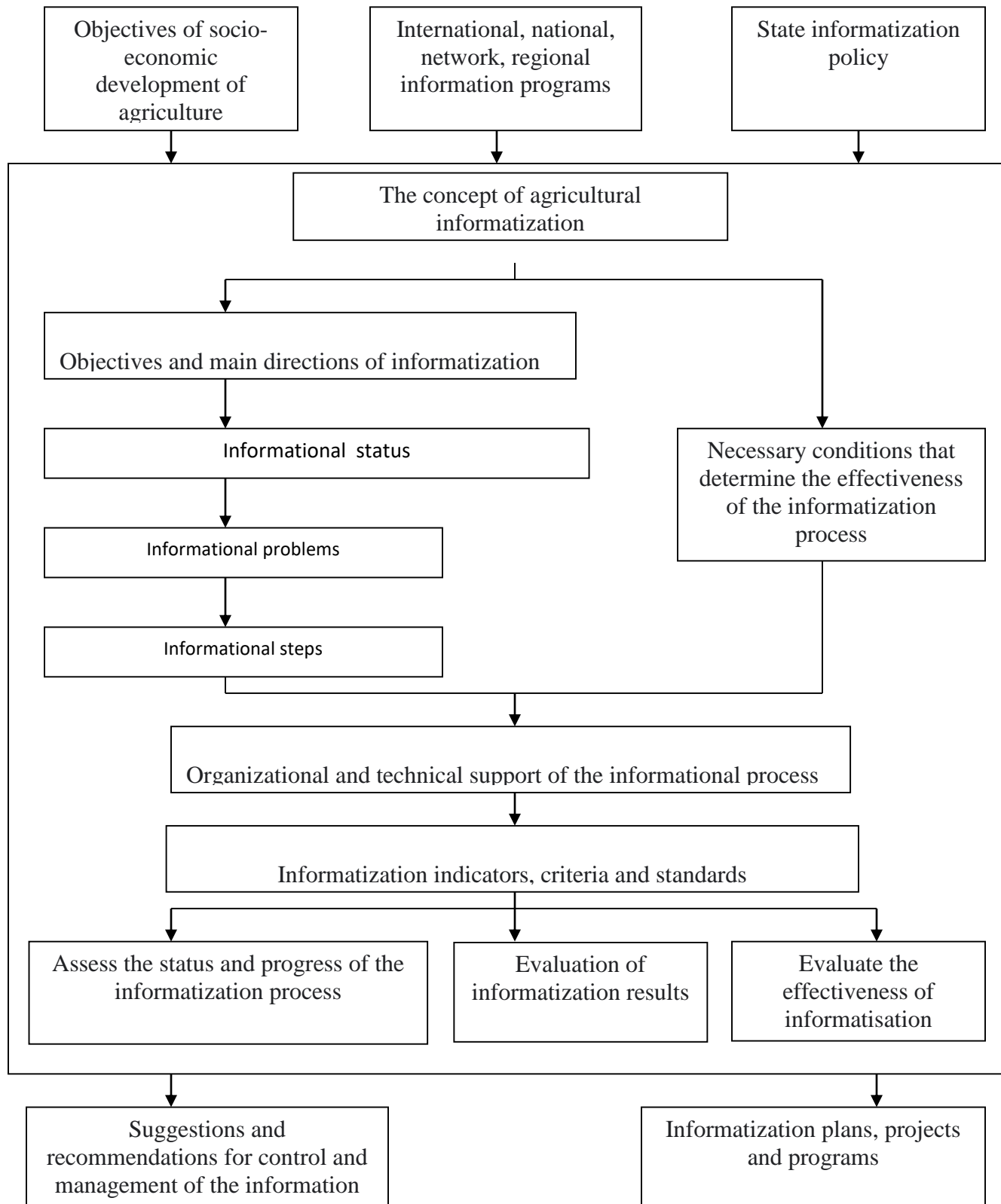
- low level of computer literacy of employees of public administration bodies in agriculture;
- Insufficient information needs and lack of desire to develop them;
- delays in the adoption of innovations by the majority of management staff.

Legal problems arise in connection with the need to legally regulate the production, processing and use of information as a result of the fact that agriculture has become a key strategic resource for public administration and the development of society as a whole. Economic problems arise as a result of the transition to another type of economy - the "information society". It should be noted that in Uzbekistan, information has not been the main type of resource from an economic point of view.

Social problems, on the other hand, are characterized by a radical change in a person's lifestyle as a result of the influence of information. These include the exacerbation of traditional information security problems and the emergence of new ones, which in turn are caused by the following factors:

- Information security has become a leading component of national security in the process of informatization;

-Informatization has led to a decrease in the level of information security of individuals, society and the state.



**Source: Developed by the author**

**Figure 1. The scheme of scientific and methodological implementation of informatization of public administration in agriculture**

A prerequisite for achieving the expected results of the country, especially in the provision of information to agriculture, is the creation of a highly developed information system and its integration into the global information system. This will be achieved as a result of ensuring the required speed of informatization, taking into account the state and course of the informatization process around the world, pursuing an effective targeted policy of informatization of agriculture in the country.

The formation and implementation of an effective, science-based policy on informatization of the system of agricultural public administration is based on the solution of a number of problems that can be grouped into "problems of information management". This group includes the following activities:

- determine the level of management in the public sector of agriculture and management methods of informatization;

- Establishment of mechanisms and parameters of information management in the system of public administration of agriculture;

- development of indicators and criteria for information management;

- determine the parameters of the informatization process and the level of monitoring to be monitored in the system of public administration of agriculture. It is obvious that the problems of informatization are one of the main obstacles to the development of market relations in the agricultural sector.

Based on the above-mentioned problems of informatization of agriculture in the country, the necessary measures to improve the system of information support of public administration of agriculture in the country are as follows:

- Carrying out fundamental and applied research on informatization;

- strengthening the material and technical base of the information support system;

- development of the software industry;

- development of information infrastructure;

- training of agricultural specialists and the population in informatization;

- Development and continuous improvement of the regulatory framework for agricultural informatization;

- International and interregional cooperation in the field of agricultural informatization, division of labor, etc.

It is known that one of the important factors determining the efficiency of agricultural activities, along with an effective information system, is the level of staffing of the management system. Today, managers need to have specialized knowledge in the fields of economics, business and management, which determines the professional skills of a leader and a specialist. They need to have good legal training, extensive knowledge and skills in the basics of management and psychology that allow them to make management decisions based on team leadership.

In the context of the development of market relations, personnel policy should focus on addressing the following issues:

- First, the formation of a single educational process that provides a universal system of continuing education, taking into account the diversity and flexibility of all forms of education in agriculture;
- secondly, training and retraining of secondary and highly qualified specialists on the basis of integration of education, science and practice;
- Third, the organization of training and retraining of managers and specialists;
- Fourth, the separation of priority agricultural universities, additional educational institutions, the creation of new scientific schools on the basis of informatization of the educational process in accordance with international standards, maintaining the social and economic status of scientific and pedagogical staff.

The management staffing system should be seen as an integral part of the five interconnected subsystems. Therefore, it should be defined as a complex, multi-level socio-economic structure, which includes subsystems for training, distribution, exchange and use of personnel, as well as a management subsystem designed to regulate their activities. Expenditures on professional retraining and advanced training of employees of agricultural management bodies, heads of farms, employees of scientific and educational institutions (maintenance of material base of educational institutions and teachers' salaries) should be financed from the state budget, regardless of their organizational and legal form.

Identifying goals and quality changes in agriculture is the initial stage of the staffing program development scheme. They are the basis for determining the basic requirements for personnel, taking into account the acceleration of scientific and technological progress, the widespread introduction of new methods of management. The current stage and prospects of development of the agricultural sector, their specific aspects and laws, determine the content and description of the main objectives of staffing in the management system:

- Satisfaction of the needs of agricultural organizations in highly qualified personnel capable of comprehensively solving technical, economic, organizational and social problems;
- Rapidly meet the needs of personnel in all sectors of agriculture, taking into account the acceleration of scientific and technological progress and the transition to new forms of management;
- optimizing the training of specialists with secondary and higher special education, bringing it in line with the real needs of the agricultural sector;
- Ensuring continuous training and retraining of managers and specialists to maintain their knowledge and skills at a level that meets modern requirements of agricultural development. Regional programs should pay special attention to the formation of a system of continuous agrarian education, the organization of agrarian university (academic) complexes on the basis of the integration of educational institutions, scientific, information, industrial and other institutions and organizations at all levels. It is also important to develop information and consulting services, including such centers on the basis of agricultural educational institutions.

Particular attention should be paid to the issues of vocational guidance of rural youth, assistance in directing graduates of rural secondary schools to study in agricultural educational institutions, including targeted and contract training.

A complete solution to the problem of attracting and adapting staff to work in rural areas requires the development and implementation of large-scale measures to improve the financial security of

agricultural organizations and the integrated development of rural areas. This approach envisages strengthening the coordinating role of the state in the training, distribution, exchange and use of management personnel, while optimizing the ratio of regulatory support to the personnel system in accordance with market conditions and non-specific.

**Conclusion and Recommendations.** The problem of self-regulation of the personnel supply system can be solved through the establishment of regional structures on a voluntary basis, including agricultural education and research institutions, other organizations involved in training, distribution, exchange and use of personnel. In order to increase the capacity of agricultural personnel and create state mechanisms for state regulation of the processes of its effective use, it is necessary to address the following issues:

- Introduction of mandatory certification of management staff of organizations and enterprises involved in the technological processes of agricultural production, as one of the resources, in order to increase the competitiveness of agricultural products;

- Establishment of licensing institutions for the right to manage enterprises and organizations related to the use of land resources intended for agriculture;

- Introduce the practice of compulsory employment of graduates of agricultural institutions in state agricultural organizations for at least three years at the expense of the state budget or reimburse the budget spent on the education of the graduate (or his employer);

- Ensuring that professional standards in agriculture are updated every five years;

- Development and implementation of state educational standards for higher, secondary and primary agricultural vocational education on the basis of professional standards, in cooperation with the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan;

- Accelerate the work on large-scale development of social infrastructure in rural areas in order to attract skilled workers and specialists to rural areas;

Modernization of agricultural education to achieve an international level of quality, determined by compliance with current and promising areas of sustainable and balanced development of agribusiness in the country by 2030.

At the end of the training process at all levels of the system of continuing education students will be able to apply the strategy of agribusiness development, develop a strategic approach to human resource development and management, encourage innovation in agribusiness and adapt quickly to changes in the external environment. be able to apply and apply international experience in the development and implementation of management strategies.

Consistent implementation of the above measures can serve to increase the level of information and staffing of the agricultural management system, and ultimately to increase the efficiency of the management system.

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