

Creating a Cluster Form of Regional Labor Market Development

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Аннотация

Ушбу мақола ҳудудий меҳнат бозорида рақобатбардошлигини оширишнинг илмий-назарий жихатлари ўрганилган. Тошкент вилояти мисолида меҳнат бозорида кластер тузилмаларини яратиш асосида меҳнат бозорини самарали бошқаришнинг самарали усули таснифланган. Ҳудудий меҳнат бозорини ривожлантиришда кластер тузилмалари шакллантириш асосида малакали кадрларнинг етишмовчилигини ҳал қилиш борасида илмий таклиф ва амалий тавсиялар ишлаб чиқилган.

Калит сўзлар: кластер тузилмалари; минтақавий меҳнат бозори; олий таълим тизими; ҳудудий кластерлар; ижтимоий-иқтисодий ривожланиш; касбий кўникма, касбий малака, ваколатларига мувофиқ ўқитиш; малакали кадрлар тайёрлаш тизими.

Аннотации

В статье исследуются научно-теоретические аспекты повышения конкурентоспособности на региональном рынке труда. На примере Ташкентской области классифицируется эффективный метод эффективного управления рынком труда, основанный на создании кластерных структур на механическом рынке. Разработаны научные предложения и практические рекомендации по решению проблемы дефицита квалифицированных кадров на основе формирования кластерных структур в развитии регионального рынка труда.

Ключевые слова: кластерные структуры; региональный рынок труда; система высшего образования; региональные кластеры; социально-
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экономическое развитие; профессиональные навыки, профессиональная квалификация, обучение в соответствии с компетенциями; система подготовки квалифицированных кадров.

Abstract

This article examines the scientific and theoretical aspects of increasing competitiveness in the regional labor market. The example of Tashkent region classifies an effective method of effective management of the labor market based on the creation of cluster structures in the mecha market. Scientific proposals and practical recommendations have been developed to address the shortage of qualified personnel based on the formation of cluster structures in the development of the regional labor market.

Keywords: cluster structures; regional labor market; higher education system; regional clusters; socio-economic development; professional skills, professional qualifications, training in accordance with the competencies; system of training qualified personnel.

In accordance with the concept of development of the higher education system of the Republic of Uzbekistan until 2030, it is planned to gradually increase the coverage of youth with higher education to 50%, meet the needs of the population and fast-growing sectors of the economy by expanding the range of quality higher education services.¹

Large-scale reforms are being carried out to bring the system of training highly qualified personnel to a new level, to introduce incentive systems for young people to improve their professional skills and abilities, to develop business traditions in the regions in line with research and innovation. Also, the national training

¹ Decree of the President of the Republic of Uzbekistan dated October 8, 2019 No PF-5847 "On approval of the Concept of development of the higher education system of the Republic of Uzbekistan until 2030"
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program adopted in Uzbekistan in 1997 requires innovative approaches in the training system due to the fact that the innovative development of the economy does not suit students, which has created a number of problems in the labor market.

There are the following problems in the system of formation of the regional labor market:

1. Backward and static material and technical base of most non-governmental non-profit organizations and vocational education institutions.
2. The content of vocational education lags behind the needs of innovative development of the country and the region, as well as the requirements of the labor market.
3. Decrease in professional skills of vocational training teachers.
4. Inefficient use of budget funds in the training of specialists in specialties that are not essential for many vocational education institutions.

The current situation is related to a number of factors that affect both demand and supply of skilled workers. The main reason for limiting the demand for personnel by the labor market is the unpromising and low wages of most of the jobs offered by employers.

The socio-economic significance of the above problems, their systemic nature requires the use of innovative approaches, ie the creation of cluster forms in the regional labor market, with the creation of conditions for "order" of a certain number of specialists by the business, training in accordance with their powers. developed by the employer on the basis of modern requirements of innovative development.

The above requirements can be met by creating cluster formations. A cluster is an organizational form of combining the efforts of stakeholders (education, resource, production). The elements of cluster policy defined in the concept of long-term socio-economic development of the region should become one of the main tools to increase the competitiveness of the economy of the regions.

Tashkent region has all the conditions for the formation and successful operation of clusters. The creation of a cluster in the region will solve one of the most pressing problems of the regional labor market, namely the lack of skilled workers in the enterprises of Tashkent. Tashkent region has a number of advantages, the effective use of which will ensure the implementation of development indicators in terms of achieving average indicators of socio-economic development, including the level of income.

The growth rate of the region's population goes hand in hand with its socio-economic development. At the same time, there is no balance between the population growth rates of the region and the processes of socio-economic development of the regions.

According to the study, during 2010-2018, there was no correlation between the real growth rates of the gross regional product per capita and population growth.² This, in turn, means that demographic growth cannot be a key factor in ensuring the region's long-term sustainable economic development.

As a result of this process, the composition of the population of the region is also changing. In particular, in 2000-2019, the population is growing in working age (7.5 percentage points). As a result, in 2019, the working age population was 61.0%, the working age population was 28.3% and the working age population was 10.7%

The increase in the share of labor resources in the population of the region, on the one hand, leads to a decrease in the burden of social payments in the local budget, on the other hand, serves to increase demographic pressure on the local labor market. The projects aimed at the development of industry in the region also do not take into account the issues of balanced allocation of labor resources in the region.

² Strategy of actions on five priority directions of development of the Republic of Uzbekistan for 2017-2021. Reference on the analysis of the implementation of the measures set out in the item "Priorities for economic development and liberalization" in Tashkent region. TDIU. 2019.
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The industrial complex is one of the main components of the economic development potential of Tashkent region.

Although projects have been identified in Tashkent region for the formation of modern infrastructure for the development of scientific and technical complex from 2021, including the development of innovation and technology centers, technoparks, business incubators, youth business incubators, there are problems with providing them with high scientific potential.

According to the analysis of the demographic situation of the population of Tashkent region, natural and mechanical changes in it have a direct impact on the socio-economic development of the region in the future. But today, demographic processes in the region cannot be a sufficient factor in ensuring sustainable growth of the regional economy. The existing labor potential of the region requires special attention to improving its quality in order to ensure sustainable economic development in the future.

The creation of cluster formations in the labor market in Tashkent region requires the formation of a three-tier integrated system. It is necessary to determine the importance of the levels adopted to develop the management mechanism of this system.

The first level is the lowest system of formation of the regional labor market on the basis of clustering. Educational programs implemented in direct proportion to secondary cluster formation programs. This stage envisages the establishment of all levels of education in Tashkent region in proportion to specialized clusters. The third level involves the creation of additional professional training centers.

The problems described above and the urgency of creating personnel management systems that include direct working structures, market infrastructure, and interactions with government. In addition, the study considers elements of the integration of the socio-economic system (Figure 2).

**Socio-economic elements of the integrated
education system.**

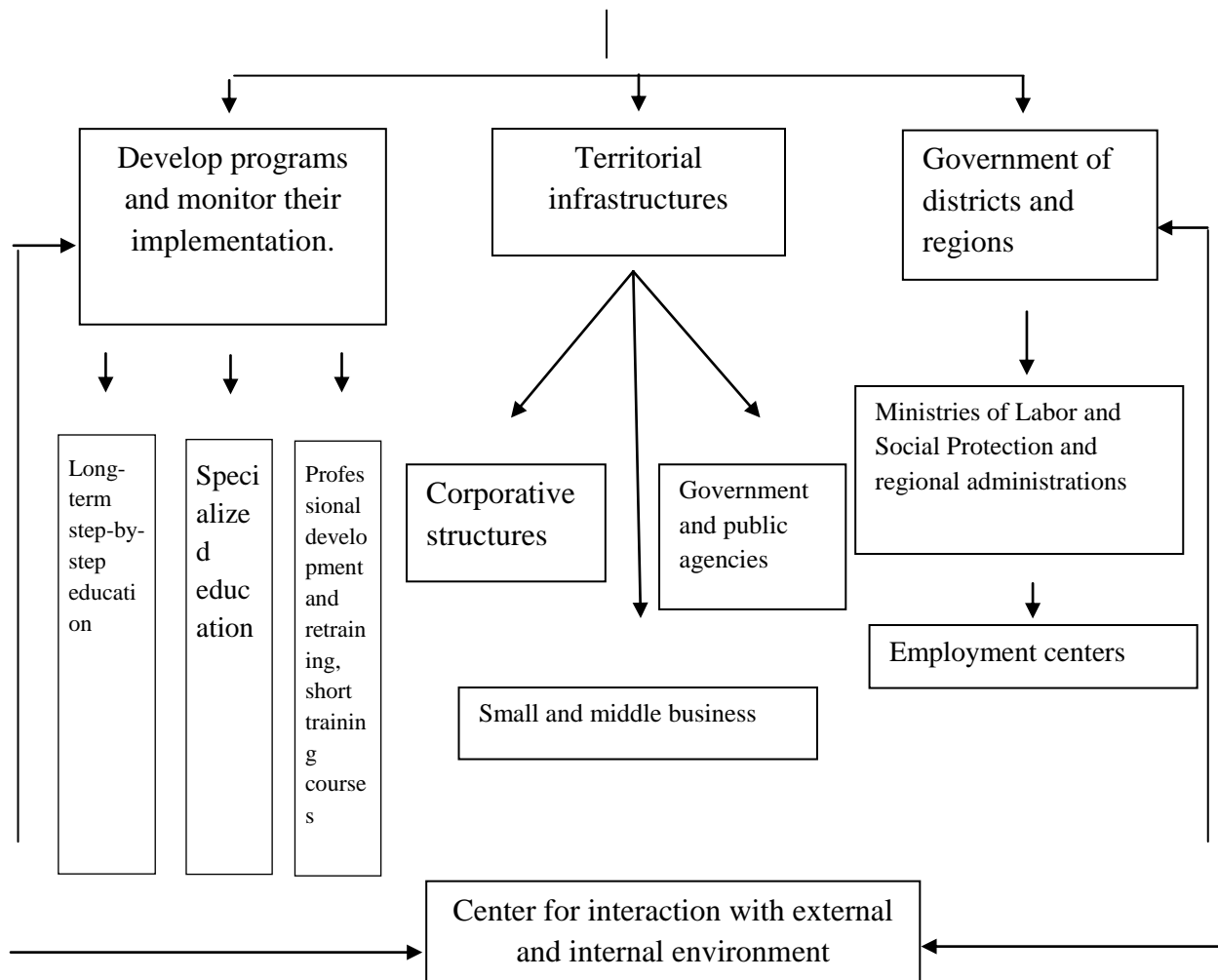


Figure 2. Form of labor market clustering³

Figure 1 shows the cluster form and elements of labor market management in Tashkent region. In order to implement the management mechanism of the socio-economic system, it is necessary to form the evaluation criteria of this system.

In our opinion, the criteria for assessing the effectiveness of the regional social and labor system in the labor market should be:

- 1) the level of professional training of labor resources.
- 2) have professional skills.
- 3) assessment of key motivational criteria.
- 4) implementation of programs.

³ Author's research
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5) evaluate the effectiveness of program implementation.

6) the effectiveness of the interaction of all elements of the integrated socio-economic system. [2]

In the implementation of this model, it is proposed to identify such a focused motive that the goals of the integrated socio-economic system and labor resources have one direction and the system at all levels seeks to achieve it. In addition, efficiency is largely determined by the characteristics of the objectives, such as continuity, accuracy, and truthfulness.

In the analysis of the results of the motivation assessment as a result of questionnaires and expert assessments, an analysis should be carried out in accordance with the criteria of Table 1 to determine the acquisition of standardized coefficients, which allows to manage labor resources on the basis of motivating criteria.

Table 1

Normalized coefficients of human resource management (compiled by the authors)

Motivation	Satisfaction	Strong	Middle	Low	Total
	Type of motivation	X			
Мотивация кучи			X		
Мотивация йўналишлар				X	
X the sum of coefficients					X
Normalized coefficients K_n		X1	X2	X3	

The obtained normalized coefficients allow us to create a model of labor resource incentives (Figure 3).

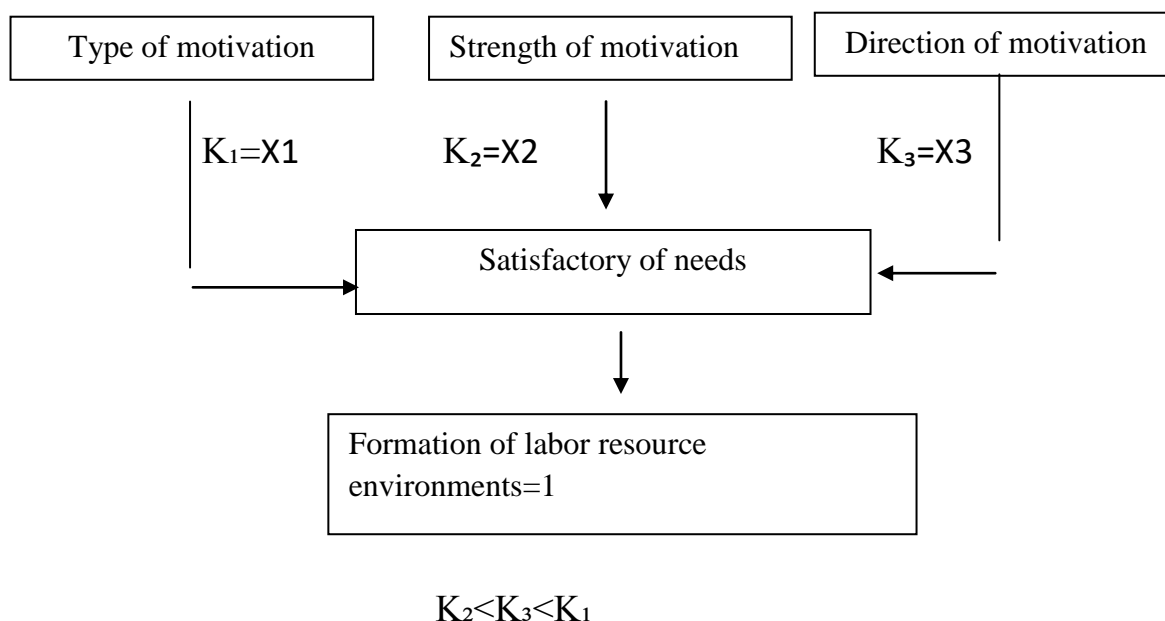


Figure 3. The model of labor resource incentives in the regional labor market⁴

The normalized coefficients allow not only the management of different cocktail resources, but also their comparison with the weights determined by the expert method for the levels of the combined socio-economic system, so the highest value is the 1st level of this system.

When calculating the normalized coefficients based on the indicators shown in Figure 1, the maximum value for the K1 coefficient indicates that for all labor resources, even in terms of qualifications, the type of motivation is the dominant indicator. Moreover, the predominance of the pragmatic type of motivation reflects the desire for financial support in the first place. For both to be most effective at adapting to market conditions, attention needs to be shifted to the value type of motivation. This will require measures to shape the social environment factors that will allow the development and implementation of a unified socio-economic system model. Motivational power has the greatest impact on the 2nd level of professional training and qualification. The direction of motivation has the best effect on social assistance and support. The task of the environment in the

⁴ Authors's research
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motivational model of the system is to create the necessary conditions for the effective functioning of the socio-economic system, which are implemented within the framework of the formation of cluster-type labor management structures (Table 4).

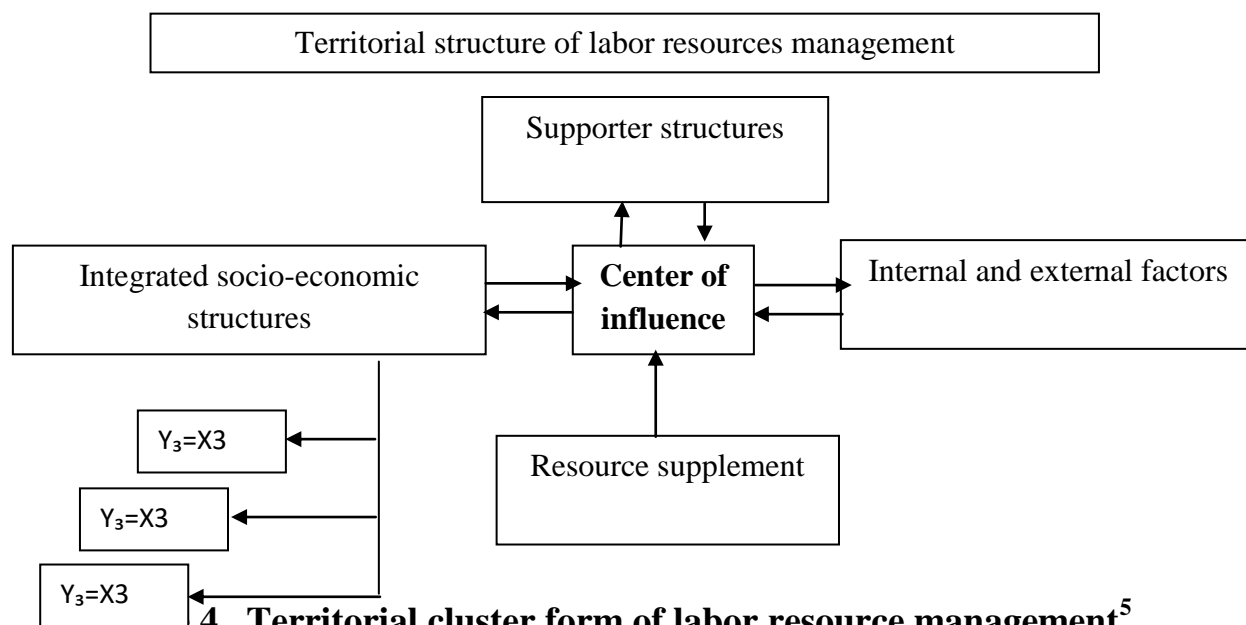


Figure 4. Territorial cluster form of labor resource management⁵

The gravitational coefficients obtained as a result of the expert assessment confirm that the type of motivation (adaptation to work) has the strongest impact on the first level of the system, the second level on motivation (vocational education), the third level - motivational power (social support and training).

Thus, the priorities of socio-economic development of the region should be aimed at the formation of a qualitatively new labor potential and increase the level of intellectualization of labor, innovation of the economy and public awareness. This ensures effective interaction of elements of the regional system, as well as the formation of scientific ideas and fundamental knowledge to achieve commercial and social benefits as a result of the introduction of innovations that predetermine the possibility of implementing a socially oriented type of economic development.

The human factor and its quality level play an important role in the future development of Tashkent region. The region has a huge potential in this area, which is not used enough today. This, in turn, risks leading to significant

⁵ Author's work
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economic losses in the future. The set of measures aimed at improving the quality of the human factor in the region is one of the important sources of long-term sustainable economic growth in the region. It, in turn, depends on the quality of education. In order to organize a quality educational process in the region and, as a result, to ensure high productivity, it is necessary to pay special attention to the following issues.

The level of education coverage of the population in the region is of great importance, especially in the system of pre-school and higher education, where these indicators are important at the level of quality indicators. It is known that the system of pre-school education has a direct impact on the acquisition of various professional skills and the quality of future labor resources, which in turn depends on the growth of labor productivity. In addition, increasing the coverage of preschool education will create conditions for increasing women's employment. Also, the issue of forming a system of private pre-school educational institutions to increase the coverage of education serves to meet a certain part of the needs of the population in this type of education. Therefore, the coverage of preschool education in Tashkent region and increasing its level of logistics is one of the areas that need to be implemented in the medium term.

Involvement of the private sector in the cooperation process with the training system is not sufficiently justified at the regional level today. Therefore, contacts with local authorities and business representatives in this direction require the creation, further expansion and acceleration of the proposed cluster system.

Further development of industries and sectors of the regional economy will serve as a basis for the creation of quality jobs in Tashkent region. World experience shows that the majority of quality jobs are created in industry. In the long run, the implementation of promising projects and measures in the fields of metallurgy, machinery, construction materials, light industry, food industry, pharmaceutical industry will create stable new jobs in the region and ensure a steady increase in employment in the future.

Maintaining the sustainability of new jobs will also remain one of the urgent tasks in the near and long term. Further development of social cooperation, institutional environment and labor market infrastructure in the field of labor and employment will lead to improved relations in the labor market. The development of cooperation between government agencies, employers and infrastructure at various levels will ensure the active participation of all social partners in the labor market cluster, which should be formed in solving problems in the regional labor market.

In addition, the establishment of a single information exchange in the regional labor market will accelerate the process of finding a job for employers and job seekers.

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