

# A Social-Philosophical Analysis Of The Importance Of Human Resources In The Conditions Of The Information Society

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**Abstract.** This article analyzes scientific views on the fact that a person has unlimited creative and entrepreneurial abilities, that his abilities and intellectual achievements have always played a key role in the production of society, and that the intellectualization of the production process has led to a new stage in the development of society. In addition, in the conditions of modern scientific and technological progress, "moral obsolescence" of human resources may occur, but people constantly strive to improve themselves, improve their qualifications, and update their knowledge and professional skills.

**Keywords:** Human Resources, Resource, Transformation, Migration Capital, Investment, Democratization, Socialization, Adaptability.

## Introduction

The age of information and globalization in the world is accelerating the processes of social unification. The sources of development of the information society are innovations and human resources. Just as the information society is a logical consequence of the industrial society, the role of man in the conditions of the new technological production method is also logically changing.

Now the role of man is becoming more accessible and significant, more independent and creative. Therefore, the place and role of man in the information society are inevitably changing in relation to the industrial economy. The analysis of these changes requires the study of a number of interrelated issues, such as changes in the requirements for the workforce, reforms in the education and vocational training system, and the transformation of management.

Man and his abilities have always played a key role in the production of society. The achievements of human intelligence and the intellectualization of the production process have led to a new stage in the development of society, which has created favorable conditions for the full realization of human potential in political, economic, social and cultural life.

## Research methodology

The increase in production efficiency has always been parallel to the growth of the well-being of the population. On this basis, the problem of satisfying basic life needs such as food, clothing, housing, medical care has been practically eliminated in developed countries. As a result, a person has more free time, the opportunities for deep knowledge and personal development have expanded, which has led to a rapid growth in intellectual potential. If in an industrial society physical labor is a priority,

then in an information society the importance of mental labor is increasing. The growth of intellectual potential, in turn, accelerates technical progress and increases labor productivity. According to Professor A. Saitkasimov, "The development of each sphere of social life on an innovative basis is one of the main criteria for world development. This criterion is characterized by the increasing role of human capital in world civilization in the context of rapid scientific and technical processes" [1].

### **Analysis and results**

This era, called the Information Age, represents a period characterized by the impact of rapidly developing information and communication technologies on today's social and economic conditions.

The most important of these characteristics is the fact that information has become a strategic and indispensable resource. Organizations have also benefited from this new value given to information.

After Peter Drucker noted that information was now more important than capital, a new classification of factors of production was put forward [2]. If earlier natural resources, labor, capital, technology and entrepreneurship were considered productive capital, now information has been added to them. Moreover, according to some researchers, information is the only factor of production for organizations in the information age.

Alvin Toffler also supported this idea, noting that information has become the center of everything. In his opinion, "information has become the only factor that replaces and reduces the need for raw materials, labor, capital, time, space, and other resources" [3].

The process of human resource development in an information society is complex and multifaceted, and it includes the following important issues from a social and philosophical perspective: Moral and spiritual values - In the digital information space, it is important to preserve human values, form an information culture, and use technology ethically.

In this process, personal integrity, information security, and the preservation of spiritual values play a key role;

- Balance between man and technology - While technological progress affects all aspects of human life, a person's independent thinking, creative abilities, and freedom must be preserved.
- The development of artificial intelligence and automated systems, while creating new opportunities for human resources, also affects their social status;
- Globalization and national identity - In an era when information is rapidly spreading globally, preserving national culture and introducing it to the world remains an important issue. Promoting national values and preserving national identity through the development of information technologies is one of the pressing problems;
- Innovative thinking and creative approach - An important factor in the development of human resources in an information society. In this process, people are required to constantly update their knowledge, acquire the ability to accept innovations and use them effectively;
- Social equality and access to information - As a result of the development of an information society, it is important to prevent social stratification and create opportunities for free access to information for all strata. The problem of the digital divide is of great importance in the process of developing human resources.

Thus, the growth of labor productivity and the increase in needs interact, leading to an acceleration of the development process and time savings.

Today, more than 50% of the economically active population in developed countries (and two-thirds in the USA) is engaged in intellectual labor. The concept of "human capital" was historically one of the first special terms that appeared in the emerging economic theory of the information society. The theory of human capital was an important stage in the development of ideas about man in economics and put forward the idea of considering human resources as a value in the organization of economic activity.

From an economic point of view, a person is usually considered in two ways: as a consumer or as a producer. However, in the conditions of the information society, such an approach becomes ineffective and ambiguous, since here the concepts of work and leisure, work and entertainment activities seem much more relative and ambiguous than in the industrial and especially pre-industrial economy. The content of work, the requirements for the individual, methods of organizing work, and the approach to education have changed significantly.

Nowadays, the term "user" is commonly used in connection with "computer". The term is applied equally to a child playing a computer game, for example, to an accountant preparing the balance sheet of an enterprise. Although in the first case the computer is considered an object of consumption, and in the second case it is considered a means of production, in both cases the person who uses it is called a "user".

The main difference between the terms of the industrial era of the concept of "user" is that it does not distinguish people by professional or other characteristics, but indicates a single, general way of working for the provision of services or personal purposes, which is equally relevant for professionals and ordinary users.

G. Abdurakhmonova; "A person has unlimited creative and entrepreneurial abilities, and their effectiveness has no clear boundaries. Therefore, human resources have the greatest internal reserves for increasing the effectiveness of an organization. In the conditions of modern scientific and technological progress, "moral obsolescence" of human resources may occur, but people always strive to improve themselves, improve their qualifications, and update their knowledge and professional skills. Due to the above factors, by the end of the 20th century, the concept of human capital became widespread in developed countries. The introduction of the term "human capital" into science and practice created the need to scientifically substantiate this category and link it with traditional concepts" [4].

Typically, the main components of human capital are:

- Educational capital (general and specialized knowledge);
- Production training capital (qualifications, skills and experience);
- Health capital;
- Access to economically significant information;
- Migration capital (ensures the mobility of employees);
- Motivation for economic activity.

The main distinguishing feature of human resources is their dependence on their personal characteristics. Unlike machines and raw materials, humans have intelligence, and their participation in the production process is carried out consciously. In the context of accelerating technological innovation, increasing

competition, and globalization of the economy, knowledge, skills, creative and entrepreneurial abilities are the main resources for economic development, increasing the strategic efficiency and competitiveness of business entities.

Over the past decades, the strategic importance of each component in the chain of production resources - “human resources - material resources - financial resources” has changed depending on the economic development environment, goals and objectives.

In the current conditions, as a result of the intellectualization of business, human resources are emerging as the main source of labor productivity and organizational well-being. The introduction of the concept of personnel into economic science and theoretical apparatus shows that the professional knowledge, experience, creative and entrepreneurial abilities of employees ensure the economic efficiency and competitiveness of the organization. As a result of their activities, both general organizational goals (increasing income) and personal goals (satisfying the social needs of employees) are realized.

The scientific approach to the study of human resources requires a comprehensive and objective analysis of them as a complex, multifaceted system. This system has quantitative and qualitative aspects. Quantitative characteristics are usually expressed in the number of employees necessary to achieve the goals of the organization. However, in modern conditions, the qualitative characteristics of human resources are gaining importance, since they have a significant impact on the socio-economic system. Thus, the concept of “human potential” is considered as a central category that determines the place and role of a person in the modern socio-economic system. Human resources are a set of labor, intellectual, creative, entrepreneurial abilities and moral qualities of employees. Their rational formation, use and development ensure the efficiency and competitiveness of organizations in the innovative market.

In developed countries, investment in human resources is one of the most important factors in economic growth and competitiveness. According to Russian scientists A. Artamanov and F. Lovetsky, “investment in human intellectual potential brings unique benefits, ensuring long-term and holistic efficiency, which is limited only by biological factors” [5].

The main condition for achieving sustainable economic development is the accumulation and preservation of human capital, as well as the implementation of strategies that encourage people to improve their knowledge and skills throughout their lives.

The arrival of high technologies to the stage of practical use and an increase in the level of efficiency are leading to changes in the organization of labor, management, requirements for personnel qualifications, and the education system. A new large-scale area of employment has emerged related to electronic technologies, telecommunications, information collection, processing, analysis, and its application in all aspects of political, social, and economic life.

One of the most pressing problems is the formation of a personnel training system capable of training qualified specialists in all areas of information technology. “The transition to an information society requires the preparation of the entire

population, including all segments of society, starting from secondary schools, for the widespread use of information and telecommunication technologies, in particular the Internet. This has created the need to change educational programs accordingly, equip society with computer technologies and communication tools. In the modern world, the process of obsolescence of knowledge obtained in secondary, secondary specialized and higher education systems is occurring very quickly, which has led to the development of a continuous education system “[6].

In the knowledge-based and knowledge-based economy, the desire for new knowledge, creativity and flexibility are becoming the most important characteristics of human resources. Employers are increasingly evaluating the ability of employees to think and learn independently, find unconventional solutions and adapt to changes. Competition for such specialists is intensifying, and large corporations are developing special programs to search for and attract them. Various systems of employee incentives and wage regulation are being introduced, which allow employees to improve their level of knowledge, master the most demanding professions.

The state's spending on the education system is increasing, and a planned system of continuous education for all employees is being increasingly widely introduced in large companies and firms. This creates opportunities for employees to achieve clearly defined professional growth and material well-being. As E.Sumarakova noted, “In recent years, the number of paid short-term training programs aimed at acquiring professional skills and full specialization in various fields has been steadily increasing. Because the use of human capital, regardless of the source of its formation, ultimately depends on the individual. Therefore, motivating business entities is one of the main tools for managing the human potential of both the economy as a whole and enterprises” [7].

At the same time, a new model for the use and development of human resources is being formed. This model includes the following:

- Expanding the functions of employees,
- Transitioning from a narrow specialty to a versatile specialist;
- Developing skills in analyzing, evaluating, and creatively synthesizing information;
- Developing skills in getting to the heart of the problem and properly directing technological processes.

S. Mikhayeva noted that “a modern employee is not only a subject of mastering the results of scientific and technological progress (STP), but also becomes its driving force” [8].

The democratization of economic life means that employees, even if they are not formally managers or organizers of production, are now required to have the skills that were previously only characteristic of production managers or organizers. This leads to the distribution of responsibilities throughout the organization, which were previously concentrated only in the upper echelons of management. As a result, resistance to change decreases.

## Conclusion



The new socio-economic structure based on information technologies leads to the decentralization of management. At the same time, new solutions for the interconnection of different types of work in the workplace and for interactions within and between companies are emerging (network organizations, outsourcing, reengineering). The most important qualities of employees of the "Information Society" include: High learning ability and motivation, Basic skills (working with information, computer literacy), Communication skills (the ability to express ideas and listen), Adaptability (creativity, identifying and solving problems), Self-improvement skills (motivation, goal setting, individual development skills), Teamwork and effective work. Influence skills (organizational effectiveness and leadership).

Thus, the development of human resources and their importance in the conditions of the information society is a socio-philosophical issue of great importance. By improving the quality of human capital, forming a culture of continuous learning, developing innovative thinking and flexibility, it is possible to train personnel who meet the requirements of modern society. The success of the information society is directly related to the proper management of the intellectual and creative potential of human resources.

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