

Forms Of Manifestation Of Intellectual Potential In The Context Of Labor Relations

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Abstract. The article analyzes the issues of scientific study of the activities of existing social institutions in society in the development of the human factor and the implementation of intellectual potential of these institutions, their systematic analysis.

Also, special attention is paid to the issues of scientific forecasting of trends in the process of intellectual development and the formation of public opinion in the social situation. Assessing and predicting the impact and possibilities of intellectual potential in society on the process of organizing a decent lifestyle by young people requires a systematic analysis and determination of the state of existing institutions in society.

Keywords. intellectual potential, development, labor market, activity, dynamics, macroeconomics, unemployment, company, employment.

Introduction

In our country, the necessary conditions and opportunities are being created to educate the future generation in a healthy way of thinking and acquiring sound knowledge, to help young people realize their creative and intellectual potential, and to raise our country's young people as comprehensively developed, competitive personnel who fully meet the requirements of the 21st century. In Uzbekistan, young people have long been respected as a privileged class, and our legislation provides them with many benefits.

In particular, the main document of our country - our Constitution - places special emphasis on determining the worthy life paths of citizens, especially young people, as follows: "The main essence of our constitution is to create decent living conditions for people and make them happy"[1;17]. Indeed, the concept of intellectual potential, unlike technical, economic, and political categories, relies on the factors of knowledge, talent development, and human capital development to realize human potential, and is manifested as a driving force for social progress.

In the research we are conducting, special attention is paid to the scientific study of the activities of existing social institutions in society in terms of developing the human factor and the implementation of intellectual potential, their systematic analysis, scientific forecasting of trends in the process of intellectual development and the formation of public opinion on the social situation.

Assessing and predicting the impact and potential of intellectual potential in society on the process of organizing a decent lifestyle by young people requires a systematic analysis and determination of the state of existing institutions in society. Intellectual potential is becoming an integral parameter that gives an idea of the total set of opportunities.

Research methodology

Scientists have developed several assessment systems that are relevant in the development of a person's intellectual potential, as they allow us to assess what "Intellectual Potential" is inherent in a particular person[2;20]. This definition is calculated by analyzing a person's ability to solve logical tasks. All methods of this type of assessment are based on logical sequences and give an idea of a person's overall thinking ability.

The study of intellectual potential in the context of labor relations remains one of the main problems of the modern social system. In this case, the level of employment and unemployment is becoming a regulatory criterion for macroeconomic trends. The new microeconomic theory of employment reflects a new theory that considers the labor market to be an internally heterogeneous and extremely dynamically changing and mobile system.

The approach to the dynamic development of the economy is primarily associated with the research of C. Holt, C. Perry, M. Feldstein. Scientists who put forward this theory showed that women who have lost their breadwinners and young people in need of social protection are most affected by unemployment.

Analysis and results

A new indicator was introduced into scientific consumption - the average duration of completed unemployment, that is, the period from the beginning to the end of unemployment. It was found that this period is usually one to one and a half months at most. Supporters of a dynamic approach to the issue used the classification of labor force flows in the labor market to determine the types of unemployment for analysis.

The authors of this theory believe that it is necessary to explain unemployment not in general, but in relation to each individual category of the labor force, to find specific causes and sources of unemployment that are relevant to each flow in the labor market.

They saw the problem of unemployment not as a chronic shortage of jobs, but as the inability of many people to stay in their jobs for a long time. These economists proposed reducing taxes, reducing the amount of unemployment benefits, abolishing or reducing the minimum wage established by law, and improving the information system in the labor market as measures for society to influence the economy.

Equilibrium models, the paradigm of non-clearing markets, are part of the new macroeconomic theory of employment. These concepts reflect the view of unemployment as a phenomenon of long-term fixed disequilibrium. In these concepts, unemployment is explained by the general lack of coordination of certain markets (3).

As in Keynesian theory, there are general conditions for models of disequilibrium in which prices are fixed and fixed, which are not only in the labor market, but also in the goods market (4). Depending on the level at which prices are formed in both markets, the following classifications are made in the economy:

- Keynesian unemployment regime, suppressed inflation regime (classified by aggregate excess demand);
- classical unemployment regime is classified by excess supply in the labor market and excess supply in the goods market;
- Underconsumption regime is classified by deficiency in demand in the goods market and deficiency in supply in the labor market;

• Walrasian equilibrium is the intersection of these four regimes, in which there is neither excess demand nor excess supply in any of the markets, and transactions are carried out at equilibrium prices.

Therefore, when considering the problem of intellectual potential of young people in their life path, it is necessary to pay attention to various aspects of the research subject. In general, the degree of study of the problem can be conditionally seen in the works of the following thinkers: We can cite as examples the scientific works of O. Comte, M. Weber, E. Durkheim, G. Spencer, V. Pareto, T. Parsons and others.

It is also necessary to refer to a set of indicators specially created to assess the relationship between education and intellectual potential, as well as to understand the ability of a person to apply the acquired knowledge to solve a competitive problem. To assess the intellectual potential of a person in relation to a specific workplace, position, we need to use the core competencies.[5] Such a system involves assessing the level of knowledge and skills of a person in a particular scientific field. It is necessary to take into account the additional education received and the results achieved during their work in the field of science.

The formation of intellectual potential also includes the acquisition of important skills. These include experience in working with non-standard solutions, as well as the ability to solve problems in a complex way. Assessment Equally important for determining intellectual potential is professional skills, which are manifested in the ability to operate in modern knowledge in the chosen field [6]. Technical details An expert assessment is carried out for each of the indicated indicators to assess the individual as a whole. The result is expressed in points: the minimum is zero, the maximum is ten. The arithmetic average indicator represents the level of development of human intelligence. Thinking and intelligence - the development of children's intellectual potential is to teach minors to think creatively. [7] In the future, this quality will allow a person to quickly and effectively overcome various problems that arise in life and work. Let's dwell on three types of thinking styles:

1. The conceptual thinking style is based on identifying a problem and then searching for ideas.

2. Optimization involves evaluating the ideas found, selecting the right ones, and then drawing up a realistic plan of action.

3. The executive style of problem solving involves the preliminary approval and subsequent implementation of a plan drawn up by a higher or higher-ranking person [8]. There is also the Advertising style, which is more about developing intellectual potential, which requires special attention to the main thinking style. This term includes thinking that allows a person to extract the most useful information from their own experience and research. At the same time, a person is able to consider different options, identify new challenges, look for opportunities, and study existing conditions from different angles. A person with this type of strong thinking is able to offer different options. Optimizing thinking When assessing a person's intellectual and creative potential, it is necessary to analyze how characteristic this thinking style is for him. Optimization is a mental approach in which a person approaches real complexity through abstraction.[9] He does not study a problem from many angles, but rather focuses on one aspect, speculatively testing all possible solutions to the complexity that comes to mind, and does not strive to implement the idea in practice. Such a person wants to find the best option for a previously examined problem. Such a person focuses on a specific problem and is willing to analyze a large amount of information to determine

the root cause of the difficulties in solving it. Such a person often has strong confidence in his ability to logically assess a situation and determine the best way to solve the problem [10].

A person who identifies a discrepancy between actual data and theoretical calculations rejects the theory. Many people consider such individuals to be enthusiasts in their chosen field. Others consider them impatient, overly ambitious, and too eager to fulfill their plans. A person with this thinking style will try as many options as necessary to achieve the desired result. Such a person is believed to have the ability to successfully solve a problem [11]

Conclusion/Recommendations

Another aspect of the development of the intellectual potential of young people is directly related to the phenomenon of intellectual culture. Intellectual culture requires special knowledge about human intelligence and its components. These are: memory, attention, creative thinking, the organization of intellectualology as a holistic science. A necessary component of intellectual literacy is the integrity of thinking operations and reflexive actions. The internal structure of intellectual culture, which must be improved in young people, includes:

- intellectual competence, which is a broad personal worldview, intellectual preparation for social life, a system of intellectual universals;
- a system of intellectual abilities and intellectual abilities developed on their basis;
- concepts formed on the basis of self-reflection;
- a complex of important qualities that ensure the adaptation of a person to the intellectual system [12].

In other words, within the framework of the concept of human resource management, working with people is considered as a system of interrelated organizational, economic and social activities that create conditions for the effective functioning and development of the organization's employees. Thus, the following are characteristic of human resource management:

- continuous improvement and development of personnel, creation of conditions for improving the skills and expanding their knowledge of employees, upbringing and development of talents;
- expansion of employee competencies in the process of making and implementing the most important organizational decisions;
- creation of a system of organizational values as an important part of the organizational (corporate) culture, to which all employees of the organization are attached;
- flexible use of the organization's human resources, increasing the creative intellectual activity of all members of the organization;
- establishment of an effective management system for them;
- organizational development - development and implementation of programs that increase the ability of employees to flexibly respond to their changes;
- improving the quality of internal organizational communications and openness, development and continuity of education, loyalty, involvement, and collective and individual labor relations;
- managing labor productivity based on labor assessment, development of personnel potential, identification and satisfaction of training needs;
- managing systems of material and non-material rewards. Thus, human resource management is a system that reflects an integrated approach to solving personnel problems, included in the general system of organization management and focused on the organization's

development strategy for 10-15 years. It includes certain algorithms and technologies of personnel management that allow the organization to effectively form and use human resources to meet the needs of the organization.

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