

ECONOMIC MECHANISMS OF THE PROCESSES OF STAFFING THE SERVICE SECTOR

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Annotation: This article describes in detail the fundamental reform of the service sector, the development of adequate mechanical infrastructure in this system and the importance of theoretical knowledge in attracting young cards to the industry.

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In the context of the innovative development of the economy, it is important to correctly form the service sector organizationally and economically. Because the development of this industry is optimally organizational and flexible in relation to the market structure of services, the higher the quality and efficiency of services. The correct Organization of labor activity in the service sector leads to the elimination of a number of socio-economic problems in the national economy. Today, it is an urgent issue in our country to “rapidly develop the service sector, increase the role and share of services in the gross domestic product, radically change the composition of services, primarily at the expense of their modern high-tech types.” The complexity and variety of components of the production and service process in the service sector, the ability to independently select, Calculate, design and coordinate the measures for their implementation make significant changes in the content of Labor. In order to ensure the most effective labor of employees in service enterprises, it is necessary to study, improve service processes and determine the possibilities of increasing labor productivity due to the development of comprehensively based service standards and the efficient use of working time. However, factors that slow down and inhibit the growth of labor productivity are also present in the current conditions in which market relations are developing. Because service companies achieve planned income not by constantly lowering costs, increasing the volume of production and service, but by increasing their own prices by taking advantage of the deficit and deficit of the products or services they produce.

In the current conditions, it is necessary not only to establish the interaction of workers' activities with the elements of labor, but also to solve such problems as the formation of labor relations between the "human-technical" participants in the interaction, increasing the efficiency of labor activity. live labor. Today, the organizational and economic mechanism formed in the service sector in our country does not have the opportunity to organize full control and management of their activities in the services market. Therefore, it is important to optimize the organizational structure of the service sector. In the context of the development of market relations, the structure of the service sector is a complex organizational and economic structure, the main elements of which are material and technical support, lending, insurance, marketing and legal services. The organizational structure of the service sector of foreign countries by studying the organizational structure of the services market, the organizational structure of the services market in the country can be classified as follows:

- by mechanisms of action (intermediary Financial, Information Technology, Legal, marketing);
- in the form of ownership (private, cooperative (state), state, social, foreign);
- by the volume of services provided (international, national, interregional, regional, local);

-by Types and directions of services: entrepreneurial services (financial, insurance, credit services), distribution services (trade, catering), Social Services (Education, Health, Physical Education, Legal Services).

Many foreign economists propose to classify the composition of the service sector by its network characteristics and development. In our opinion, it is advisable to classify this network from an organizational and economic point of view. In this case, the following should be noted:

-information and commercial infrastructure (marketing centers, advertising agencies, data collection and processing centers, etc.;

- economic and legal infrastructure (courts, legal advice centers, law and notarial offices, etc.;

-- financial and credit infrastructure (commercial banks, credit, insurance and guarantee organizations);

- trading, mediation infrastructure (fairs, exchanges, trading complexes, etc.).

The classifications mentioned above play an important role in ensuring the efficiency of the service sector. However, reforms aimed at increasing the share of services in the economic policy of our country necessitate the further development of these services. Another organizational mechanism for improving the efficiency of the activities of service enterprises is the information system that serves the industry. This system, in our opinion, includes: advertising agencies, marketing service centers, permanent or traveling exhibitions, media and electronic communication systems. etc. In our opinion, the further development of information in the service sector makes it possible to substantiate the forecast of the solvency of the population for services, assess the dynamics of growth in this area, improve the quality and efficiency of services. To do this, it is necessary to establish special services and marketing Centers for the study of the demand for services in the territory. Organizational support of employees at service enterprises remains a priority for their effective management. The demand for leaders and specialists who have mastered the methods of achieving high quality and increasing labor productivity in the service process is also increasing. The general indicators of employees at the enterprise depend on the individual performance of each employee. Therefore, in order for them to work together, it is necessary to maintain a certain order, start and finish work, follow breaks. A clear mechanism for maintaining labor discipline is also necessary. Currently, the role of information in the services market is significantly increasing. The high need for information and the rapid development of information processes to increase the efficiency of the provision of services make the creation of its organizational units at Enterprises a priority. Indeed, the demand for such information services is expanding to cover the regional services market.

One of the most important laws of economic development on a global scale is the interdependence of economic growth and the growing role of services in the national economy, which is explained by the increase in the share of labor, material and financial resources used in the field of services. With the development of society and the growth of production Forces, a certain development of the service sector occurs. This is, in particular, an increase in employment in the industry, an increase in the technical jiozinzation of Labor, the introduction of advanced technologies are observed. Currently, the role of the services sector, which is one of the most important sectors of the economy, is very large and stable. This is due to the complication of production, the replenishment of the market with goods based on daily and personal demand, the rapid growth of scientific and technological progress that has renewed the life of society. All this cannot be done without information, financial, transport, insurance and other types of Service. In addition, services are an integral part of the trade in goods (especially technically complex), since the sale of goods requires a developing network consisting mainly of services provided at the time of sale and after-sales services. The creation of new enterprises and organizations, as well as the use of innovative technologies by operating enterprises and organizations and the expansion of the list of services provided will help to increase jobs and increase the well-being of the population in the future. The socio-economic development of the service sector, in its content, covers various areas of economic activity in order to improve the well-

being of life and its quality, to create optimal conditions for the development of human capital, associated with the formation of modern networks, to ensure a relatively high level of division of Labor.

In the context of the transformation of the economy, the services sector is more economically efficient than industrial production, since the implementation of initial activities in the services sector requires less funds, and the rate of turnover of capital is considered much higher. Currently, in the conditions of transformation of the economy, a special issue is the sustainable development of service enterprises in a continuous way, as well as the improvement of the socio-economic mechanism for increasing efficiency in ensuring the intensity of service delivery. Accordingly, in improving the efficiency of the activities of service enterprises and improving the socio-economic mechanism of their activities, issues related to increasing the intensity of labor processes and labor productivity, effective use of resources, ensuring the efficiency of Labor potential, improving the quality and productivity of services provided, more fully meeting the needs and needs of consumers are important problems of Also, increasing the quality and competitiveness of services in international markets and increasing the volume of exports of services are important in achieving economic growth in our republic.

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