

**COMPETENCE MANAGEMENT OF COTTON-TEXTILE CLUSTER EMPLOYEES**

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**Abstract**

In the years of independence, serious attention was paid to the further development of cotton-textile clusters in our republic, large-scale practical work is being done to attract foreign investments to the industry, to improve personnel qualifications, to create new jobs, and to apply innovative management methods. In the Strategy of Actions on the five priority directions of the development of the Republic of Uzbekistan in 2017-2021, "mastering new types of products and technologies and ensuring the competitiveness of national goods on the domestic and foreign markets on this basis" was defined as a priority. The successful implementation of these tasks requires the improvement of personnel management mechanisms in the development of the labor potential of the cotton-textile clusters of our republic. This article is about this.

**Keywords:** Cotton-textile clusters, quality, national goods, competitiveness, management, strategic management, business, labor potential.

In the context of the establishment of a new Uzbekistan, serious attention is paid to the task of further development of cotton-textile clusters in the development of the integration of industry and agriculture based on modern market requirements. A wide range of activities are being carried out in order to attract foreign investments in this field, to improve their qualifications in the formation of highly competitive personnel, to create new jobs, and to apply innovative methods in management. "Within the clusters, the value is 8 bln. In exchange for the implementation of more than 60 promising projects worth more than US dollars, the volume of industrial products will increase by 3 times, the export indicators of the industry will increase to 359 mln. 874 million from US dollars. "Delivering up to the US dollar" task was set as one of the priority goals. In this regard, it is appropriate to further expand the scope of scientific research in the direction of improving the organizational and economic mechanisms of the staff capacity management system in cotton-textile clusters, and the successful implementation of these tasks will lead to further acceleration of the activities of cotton-textile clusters in our republic.

The role of the human factor has increased significantly in modern business conditions. Its economic efficiency and competitiveness remain largely dependent on the human factor, as well as technology and information.

In recent years, the increase in the market demand for employee development has created the need for enterprise leaders to take on the responsibility of increasing the capacity of employees.

[6]

Increasing professional potential in enterprises has become one of the main tasks of strategic management of employees, and in many enterprises, the amount of funds spent for these purposes has increased in recent years. These costs represent investments aimed at improving the professional skills of the company's employees. Professional development has a positive effect on the work performance of employees shows. It has a significant impact on the company's hiring decisions. Today, the term "employee development" is widely used in many economic literatures. However, the meaning of this term is somewhat unclear, and it is appropriate to use the word "employee capacity development" to explain its meaning more broadly.

Development of the potential of employees is an important area of human resources management. This concept is a new direction in management and is widely used in the practice of modern enterprises.

"Employee capacity development is the development of a strategy for the development of personal knowledge, skills, qualifications and competence, forecasting the requirements for increasing their abilities and qualifications, increasing and managing careers through the career ladder, adapting to professional changes, training, retraining and corporate culture. is a system of measures aimed at continuous implementation of tasks such as formation".

Development of the potential of the enterprise's employees, with the development of industry and mass production, increased attention to it in the field of science and entrepreneurship and went through a long organizational process. [7]

In modern conditions, the task of developing the potential of employees occupies a central place in the company's personnel management policy. Its development ensures the economic success of the enterprise. Also, in conditions of profit maximization, the owner is interested in achieving strategic goals of human development that guarantee the final economic result of the enterprise.

"Tasks related to the development of the personnel capacity management system, a strategy for their improvement has been developed. In particular, it consists of the processes of career management and professional development, training and retraining, and organizational work culture.

"Through the improvement of the employee capacity development system, cotton-textile enterprises will be able to form a highly qualified staff that can adapt to changes in the market environment, as well as to study and continuously develop the skills, competence level, and educational potential of the enterprise's employees."

Training of employees is a set of measures aimed at systematic training, retraining and improvement of qualifications of personnel based on a single concept of personnel management. These "events have a positive effect on the change of the qualification and competence level of employees of all management levels." [8]

Professional development is a systematic process aimed at preparing an employee to meet the requirements of the modern labor market, to implement competitive, innovative changes, to occupy new positions and to increase his competence.

Personnel - persons participating in labor relations within a certain legal entity. This enterprise is personnel, which includes employees, servants and professionals.

The general management structure includes "integration, compliance with the existing corporate culture, work planning, retraining of employees, consideration of professional virtue and employee performance consists of specific features such as evaluation, centralization of management processes" The process of developing the potential of employees requires the implementation of continuous measures aimed at achieving a pre-planned result based on the principle of continuous improvement. [9]

Today, any enterprise is interested in training, retraining and improving the skills of its employees. Discussion of the new criteria of training of employees, including the use of personal and professional development tools in the training of personnel, improving their qualifications.

### Conclusions

1. Development of the potential of employees is the main area of modern human resources management. Unlike marketing, which is often associated with advertising, employee development is always positive.
2. Training of employees is a set of actions developed within the framework of a single concept of organization training and aimed at systematic training of employees.

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