

**AJMR**

**ISSN (Online) : 2278 - 4853**

**Asian Journal of  
Multidimensional  
Research**



*Published by :*  
**www.tarj.in**

Editor-in-Chief : Dr. Esha Jain

Impact Factor : SJIF 2020 = 6.882

Frequency : Monthly

Country : India

Language : English

Start Year : 2012

Published by : [www.tarj.in](http://www.tarj.in)

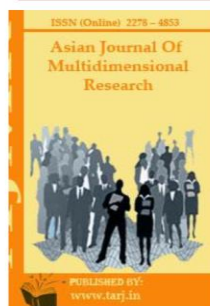
Indexed/ Listed at : Ulrich's Periodicals  
Directory, ProQuest, U.S.A.

E-mail id: [tarjjournals@gmail.com](mailto:tarjjournals@gmail.com)

### **VISION**

The vision of the journals is to provide an academic platform to scholars all over the world to publish their novel, original, empirical and high quality research work. It propose to encourage research relating to latest trends and practices in international business, finance, banking, service marketing, human resource management, corporate governance, social responsibility and emerging paradigms in allied areas of management. It intends to reach the researcher's with plethora of knowledge to generate a pool of research content and propose problem solving models to address the current and emerging issues at the national and international level. Further, it aims to share and disseminate the empirical research findings with academia, industry, policy makers, and consultants with an approach to incorporate the research recommendations for the benefit of one and all.

30.	<b>POLICY OF MODERN CONSTRUCTION-IRRIGATOR ADMINISTRATION IN UZBEKISTAN</b> Ravshanov Alisher Saydullaevich	247-251	<b>10.5958/2278-4853.2020.00041.5</b>
31.	<b>DEVELOPMENT OF A TECHNOLOGY FOR THE PRODUCTION OF ALUMINUM-NICKEL CALCIUM CATALYST FOR STEAM CONVERSION OF NATURAL GAS</b> Farmonov Behzod Ilkhomovich, Dadakhodjaev Abdulla Tursunovich	252-260	<b>10.5958/2278-4853.2020.00042.7</b>
32.	<b>PHILOSOPHICAL AND MORAL SIGNIFICANCE OF IBN'S WORK "AL-ADAB AL-KABIR"</b> Saidov Sarvar Atabullo ugli	261-264	<b>10.5958/2278-4853.2020.00043.9</b>
33.	<b>TRENDS IN THE DEVELOPMENT OF TRADITIONAL AND VISITING TOURISM IN THE WORLD MARKETS.</b> Anvar Aidjonovich Xudoyarov	265-270	<b>10.5958/2278-4853.2020.00044.0</b>
34.	<b>THE EFFECTIVENESS OF GESTALT THERAPY AND LOGO THERAPY ON ANGER REDUCTION AND INCREASE OF MENTAL HEALTH OF TEENAGERS OF CORRECTION AND REHABILITATION CENTER</b> Mahmoodreza Sharafi, Reza Mirmehdy, Mahmoodreza Sharafi	271-279	<b>10.5958/2278-4853.2020.00045.2</b>
35.	<b>CRIMINAL PROCEDURAL TERMS IN THE REPUBLIC OF UZBEKISTAN</b> Kadirova Mokhigul Khamitovna	280-287	<b>10.5958/2278-4853.2020.00046.4</b>
36.	<b>ETHNICITY: EXPLORING OMANI PEOPLE'S DIVERSITY THROUGH THEIR CRAFTS</b> Dr. Badar Almamari	288-299	<b>10.5958/2278-4853.2020.00047.6</b>
37.	<b>FUNDAMENTALS OF THE FORMATION OF A SENSE OF LEGAL CULTURE AMONG YOUNG PEOPLE OF UZBEKISTAN</b> Khakberdiev Nurali Salaydinovich	300-304	<b>10.5958/2278-4853.2020.00048.8</b>



Published by: *TRANS* Asian Research Journals

**AJMR:**

**Asian Journal  
of Multidimensional  
Research**

(A Double Blind Refereed & Reviewed International Journal)



**DOI NUMBER: 10.5958/2278-4853.2020.00041.5**

## **POLICY OF MODERN CONSTRUCTION-IRRIGATOR ADMINISTRATION IN UZBEKISTAN**

**Ravshanov Alisher Saydullaevich\***

\*Senior Lecturer,  
Department of Humanities,  
UZBEKISTAN

### **ABSTRACT**

*This article summarizes the state policy pursued by Uzbekistan in the system of advanced training of irrigated personnel, its practical significance and its role in the development of the state. One of the most important factors is the gradual introduction of the effects of the scientific and technological revolution in the production processes in the field of irrigation, the development of science and technology as a direct production force of new technologies, which is the reason for the mass formation of highly qualified personnel. During the multidimensional irrigation activity, the population used and improved the irrigation and hydraulic structures and hydrotechnical systems based on the conditions and diversity of water sources based on their remoteness and intensity, flow rate, and human and natural conditions. In particular, the structure, tasks and functions of 16 ministries, agencies and other organizations were reviewed, taking into account the modern requirements and priorities in the field of improving the system of state and public construction. 20 state and economic management bodies and other organizations were reorganized. Thus, it is important to determine the extent to which an engineer-irrigator training system can influence employee motivation, their professionalism and competence, as well as their commitment to the organization and the results of their activities, either directly or indirectly. It is advisable to pay attention to the following features of the system of training of irrigating personnel in Uzbekistan: Over the years, experts have begun to argue that the development of production is linked to a single nature, in particular environmental laws.*

**KEYWORDS:** *Engineer-Irrigator, Personnel Training Policy, Strategy Of Action, Market Economy, International Experience, Education, Civil Servants, Executives.*

## INTRODUCTION

In ancient times, the indigenous peoples of Central Asia have been of the utmost importance to conserve and enjoy natural gifts. Especially in the country, which our ancestors respected, a high level of irrigated agriculture was formed through the rational use of land and water. Our ancestors - irrigators, myrrhs and peasants have developed methods for the rational use of natural water resources in mountainous and steppe zones. During the multidimensional irrigation activity, the population used and improved the irrigation and hydraulic structures and hydrotechnical systems based on the conditions and diversity of water sources based on their remoteness and intensity, flow rate, and human and natural conditions.

In the context of today's globalization and the need to protect national values, the development of the industry in which we think is one of the main demands of the time, as all sectors are in need of reform. In the former Soviet Union, it was not recognized that the economy's dependence on natural resources depends on natural or environmental laws and laws. Over the years, experts have begun to argue that the development of production is linked to a single nature, in particular environmental laws.

Globalization puts new approaches and requirements on the personnel. In order to realize the priority tasks of social and economic development of the Republic of Uzbekistan at the present stage, special attention is paid to the revision of the system of advanced training of specialists in the field of production and management and further increase of their efficiency. The need to address the challenge of training personnel with innovative thinking and intellectual ability to implement innovative ideas and technologies has been the dominant political power in society since the development and implementation of human resources policy in Uzbekistan. In our society, an adapted education and training system has been established for the adequate and high quality training of specialists and their rational use for the benefit of society and the state.

The Strategy of Action on the five priority directions of development of the Republic of Uzbekistan in 2017-2021 is identified as an important priority in reforming the system of public administration through improving state and public construction, improving the quality and effectiveness of public services and professional training of civil servants.

In particular, the structure, tasks and functions of 16 ministries, agencies and other organizations were reviewed, taking into account the modern requirements and priorities in the field of improving the system of state and public construction. 20 state and economic management bodies and other organizations were reorganized. The Concept of Administrative Reform in the Republic of Uzbekistan has been approved. Based on this policy document, advanced forms of strategic planning, innovative ideas and technologies are introduced into the public administration system. It is planned to adopt 17 laws in the field of state and public construction in the country.

Successful implementation of radical transformations and reforms in the life of the state and society requires first and foremost the training of young and initiative people with strong knowledge in the market economy and capable of understanding and analyzing the current domestic and foreign policy of Uzbekistan.

In ancient times, the indigenous peoples of Central Asia have been of the utmost importance to conserve and enjoy natural gifts. Especially in the country, which our ancestors respected, a high level of irrigated agriculture was formed through the rational use of land and water. Our

ancestors - irrigators, myrrhs and peasants have developed methods for the rational use of natural water resources in mountainous and steppe zones. During the multidimensional irrigation activity, the population used and improved the irrigation and hydraulic structures and hydrotechnical systems based on the conditions and diversity of water sources based on their remoteness and intensity, flow rate, and human and natural conditions.

In the context of today's globalization and the need to protect national values, the development of the industry in which we think is one of the main demands of the time, as all sectors are in need of reform. In the former Soviet Union, it was not recognized that the economy's dependence on natural resources depends on natural or environmental laws and laws. Over the years, experts have begun to argue that the development of production is linked to a single nature, in particular environmental laws.

Globalization puts new approaches and requirements on the personnel. In order to realize the priority tasks of social and economic development of the Republic of Uzbekistan at the present stage, special attention is paid to the revision of the system of advanced training of specialists in the field of production and management and further increase of their efficiency. The need to address the challenge of training personnel with innovative thinking and intellectual ability to implement innovative ideas and technologies has been the dominant political power in society since the development and implementation of human resources policy in Uzbekistan. In our society, an adapted education and training system has been established for the adequate and high quality training of specialists and their rational use for the benefit of society and the state.

The Strategy of Action on the five priority directions of development of the Republic of Uzbekistan in 2017-2021 is identified as an important priority in reforming the system of public administration through improving state and public construction, improving the quality and effectiveness of public services and professional training of civil servants.

In particular, the structure, tasks and functions of 16 ministries, agencies and other organizations were reviewed, taking into account the modern requirements and priorities in the field of improving the system of state and public construction. 20 state and economic management bodies and other organizations were reorganized. The Concept of Administrative Reform in the Republic of Uzbekistan has been approved. Based on this policy document, advanced forms of strategic planning, innovative ideas and technologies are introduced into the public administration system. It is planned to adopt 17 laws in the field of state and public construction in the country.

Successful implementation of radical transformations and reforms in the life of the state and society requires first and foremost the training of young and initiative people with strong knowledge in the market economy and capable of understanding and analyzing the current domestic and foreign policy of Uzbekistan.

Another important aspect of the current policy of engineer-irrigated personnel is the training and placement of the most qualified specialists required for radical renewal of international relations. Effective use of science and technology, the training of highly qualified specialists and high quality, the success of the irrigation sector in the case of new opportunities can be achieved in the spirit of modern human resources policy.

In the field of irrigation, it is necessary to establish a system of search and attraction of qualified specialists, who are interested in the sphere. In such a system, more and more employees are

motivated by their level of competence, development and commitment to the industry. Indeed, the high performance of employees depends significantly on their qualifications and knowledge, and if staff are motivated enough, they will make a significant contribution to the success of the organization. Being able to organize the loyalty of their employees makes a significant contribution, otherwise high levels of personnel turnover can lead to serious losses. Thus, it is important to determine the extent to which an engineer-irrigator training system can influence employee motivation, their professionalism and competence, as well as their commitment to the organization and the results of their activities, either directly or indirectly. It is advisable to pay attention to the following features of the system of training of irrigating personnel in Uzbekistan:

- Employee incentives system based on individual results;
- Promoting staff in their work;
- High employment guarantee;
- In-house training (general, special, retraining, professional development);
- Career planning;
- Growth within the organization;
- Problem solving system;
- High level of incentives.

It is necessary to fill in, coordinate and systematize the innovative ideas and e-learning resources in the educational system of higher education institutions that train engineer-irrigated specialists. Creation of a new generation of electronic textbooks, expansion and enrichment of the system of distance learning is important in increasing the effectiveness of teaching and learning in higher education. Based on this, further work in this area is required.

It is necessary to radically reorganize electronic communications between the educational institutions. One of the main activities should be working with gifted students, coordinating the activities of young scientists, encouraging the development of innovative ideas and projects by them.

One of the most important factors is the gradual introduction of the effects of the scientific and technological revolution in the production processes in the field of irrigation, the development of science and technology as a direct production force of new technologies, which is the reason for the mass formation of highly qualified personnel.

It is important to send talented young people to training and internships at leading educational, research centers, firms abroad. Professional development policy, particularly for senior executives, includes vocational training, retraining and professional development, as well as professional and career promotion and career promotion. Identifying and describing individual elements of HR policy is of great practical importance in various organizations. But more deserving is not only descriptive, comparing methods and applying them all in organizations, but also delivering a more effective method. That is why the interest of researchers and practitioners in recent years has been influenced by the extent to which HR policies influence their competitive advantage and effectiveness. Irrigated personnel The modern personnel policy in the organization will be synergistic if the following minimum requirements are met. These are:

- The system of adaptation to external and internal labor markets is relatively well developed (individual career planning, staff training and retraining, promotion of staff rotation and professional growth);
- Availability of flexible work organization systems (quality hobby groups, autonomous working groups);
- Taking into account the fact that the remuneration system is based on the principles of comprehensive accounting of employee contribution (including employees' consideration) and the degree of professional component (knowledge and skills of the staff);
- Developing high levels of involvement of individual and working groups in the development and adoption of management decisions that affect day-to-day operations;
- The practice of transferring authority to those in charge;
- It is desirable to emphasize that an organizational communication system operates within the organization, providing multilateral and bilateral vertical, horizontal and diagonal communications.

Thus, it is gratifying that the policy of the Government of the Republic of Uzbekistan on training engineers and irrigators is implemented as a completely meaningful and democratic policy similar to the policy directions in the public and other spheres of public life.

#### **REFERENCES:**

1. Jonikulov Sh., Kholliiev B., Mamatov I. Important issues of training qualified specialists in the field of water management // Vocational education. - Tashkent, 2016. Issue 2
2. Yunusov H., Mamatova Z. Transboundary rivers and major dams: threats, damages and security measures. - Tashkent, 2015
3. <http://www.xs.uz>
4. <http://www.uza.uz>