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JIF	= **1.500**	**SJIF** (Morocco)	= **5.667**		

SOI: 1.1/TAS DOI: 10.15863/TAS

International Scientific Journal

Theoretical & Applied Science

p-ISSN: 2308-4944 (print) **e-ISSN:** 2409-0085 (online)

Year: 2018 **Issue:** 12 **Volume:** 68

Published: 30.12.2018 **http://T-Science.org**

QR – Issue QR – Article

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SECTION 31. Economic research, finance, innovation, risk management.

EVALUATION OF EFFICIENCY OF PERSONNEL MANAGEMENT IN THE OIL FATING INDUSTRY

Abstract: *This article discusses the issues of improving personnel management in the oil and fat industry, developed a system of indicators characterizing the intensification of development trends and factors of personnel development in the oil and fat industry, on the basis of which the level of development was assessed. It was also studied that the branches of the enterprise in the oil and fat industry were staffed by categories and professions, and the causes and main indicators of the effectiveness of the staff decline were identified. At the end of the article, conclusions were drawn based on econometric analyzes and scientific recommendations were proposed.*

Key words: *fat-and-oil industry, personnel management, innovative development, assessment of labor productivity, employment.*

Language: *English*

Citation: Azlarova, D. A. (2018). Evaluation of efficiency of personnel management in the oil fating industry. *ISJ Theoretical & Applied Science, 12 (68),* 330-335.

Soi: http://s-o-i.org/1.1/TAS-12-68-49 ***Doi***: crossref https://dx.doi.org/10.15863/TAS.2018.12.68.49

Introduction

Qualified professionals in the oil and gas industry in the country to develop a plan of personnel management, combine them for work activities, manage business processes, coordinate the work of the divisions and staff of the enterprise, control the work process, and know the requirements of the international standard standards the lack of access to information is justified by the need to introduce new governance principles. At present, the Republic of Uzbekistan is developing high competitiveness through modernization and diversification of major sectors of the national economy, technical and technological renewal of production, deep processing of high-tech industries, first of all on the basis of deep processing of local raw materials. to a qualitatively new level of the transition to a rapid development of finished products A qualified professionals demand increased. In this regard, the strategy for the five main priorities of development of the Republic of Uzbekistan for 2017-2021 occupies a special place in the training of highly qualified personnel in accordance with modern requirements of the labor market. [1]

In current economic conditions in the fast growing world markets, issues of radical improvement of national economy competitiveness, technical and technological renewal of production, deep structural reforms in the economy, consistent continuation of sectors modernization and diversification are essential in our economic policy, the role of the industrial sector is increasing steadily. The share of industry in the country's GDP is 25.7 percent, economy employment - 13.6 percent, fixed capital investments - 32.5 percent, and exports - 34.3 percent. In this regard, the issue of increasing the quality of production and new standards of its management, introduction of cutting-edge technologies is important in the food producing companies.

In response to the Presidential decree of the Republic of Uzbekistan from February 18, 201 of No. PP-2492 "About measures for further enhancement of management of the food industry of the republic" from the President of the Republic of Uzbekistan No. PP-4947 "About Strategy of the further development of the Republic of Uzbekistan from February 7, 2017" Resolution Cabinet of Ministers of the Republic of Uzbekistan "On Approval of the Concept and Measures Complex for the Health of the Population of the Republic of Uzbekistan for 2015-2020" the Resolution of the President of the Republic of Uzbekistan dated March 14, 2017 "On Measures to Increase Soybean

Production and Soybean Production in the Republic in 2017-2021", the Decree of the President of the Republic of Uzbekistan "On measures to accelerate the development of oil and fat industry" 2018 this dissertation research will serve to a considerable extent in implementing the tasks set out in the 19th of January, 2001, and other regulatory and legal acts in the field.

Level of knowledge of the problem. As industry is a leading industry in every country, the scientific, theoretical, and practical aspects of its development and effective management have always been at the center of the attention of economists. In particular, IAnsoff [2], L. Vodacheck [3], F. Taylor [4], O.Vodachkova, P. Dukker [5], and other scientists in the field of human resource management, M.Meskon [6], B. Carroll, R.Uotermen [6], L.Yakokk [7] sufficiently emphasized.
One of the prominent economists of the CIS states: Vihanskiy O.S [8], Genkin B.M. [11], Zaytsev GG [10], Krasovskiy Yu.D [11], Slobodskoy A.L. [12], Utkin E. [13] in their scientific views reflected the organizational change, leadership in managing issues, and the issues of improving personnel management in industry.

The fact that special attention is paid to the development of the real sector of the economy in our country is the subject of scientific interest of economists of the republic. In particular, economics-mathematical modeling and forecasting, programming of economic processes, such as well-known economists of Uzbekistan, Kh.Abdurahmanov, Sh.R.Xolmuminov, N.Yuldashev, D.Qosimova [14], D. Rakhimova [15], N.Ismoilova, B.A.Abdukarimov [16], A.B. Bektemirov [17] plays a special role in this regard. However, scientific research in this area does not provide a comprehensive picture of the development of personnel management in the oil and fat industry, based on the present state of our national economy. Also, the need to carry out researches reflecting the incomplete approach to systematic research of trends in the management of fat-and-oil industry personnel, the complex quantitative analyzes taking into account specific features of the oil-and-fat industry and its characteristic dynamics and dynamics, justification.

Analysis and results

In accordance with the objectives of the Strategy of Action and the Concept of Administrative Reforms in the Republic of Uzbekistan in five priority areas of development of the Republic of Uzbekistan for 2017-2021, the State Committee of the Republic of Uzbekistan for Architecture and Construction (Uzpakhtasanoateksport) Shares in the charter capital of JV "Uzpakhtayog", according to the Decree of the President of the Republic of Uzbekistan of November 28, 2017 "Cotton growing On measures for radical improvement of the network management system ", pursuant to Decree No-3408; "road map" of the oil and fat industry of the Republic of Uzbekistan, which envisages expanding the resource base for oil and fat products, modernization of equipment in oil and fat-products enterprises, equipping them with modern process control and accounting processes; Liquidation of the Ministry of Economy of the Republic of Uzbekistan, the Ministry of Finance: "Ozuqa em SUPPORT" LLC for the sale of cereals and cucumbers; then the export of extracted cotton oil for industrial processing only was put up for sale to the enterprises of Uzpakhtaij JSC through exchange trades. By January 1, 2019, vegetable oil producers are exempted from payment of value added tax on volumes produced on the basis of imported oil-fat raw materials. According to our analysis, by 2016, the number of employees at JSC "Uzpakhtayog" was 13235 people, which is 0.1% less than in 2015. Employees accounted for 3.9%, engineer-technical staff 10.1%, staffing staff 7.7% and workers 78.1% (Table 1).

Table-1. Dynamics of positions in JSC "Uzpakhtayog".

Rates	2014 y		2015 y		2016 y		2016/2014 ratio, percent
	Number (person)	Share (%)	Number (person)	Share (%)	Number (person)	Share (%)	
Number of employees - population	13245	100	13281	100	13235	100	99,9
Including:							
Management staff	512	3,91	519	3,90	517	3,90	101,0
Engineer-technical staff	1348	10,11	1356	10,21	1349	10,19	100,1
Assistant Staff	1040	7,85	1037	7,81	1025	7,74	98,4
Employees	10345	78,1	10369	78,07	10344	78,15	100,0

Source: Compiled by the author on statistical data of JSC "Uzpakhtayog".

According to the results of the analysis, the managerial staff of JSC "Uzpakhtayog" made up 1% in 2016 as compared to 2015. Engineer-technical staff decreased by 0.1%.

Auxiliary staff in the 2016 decreased by 1.6% compared to 2015. There was no change in the number of employees.

Only 1.9% of the population aged 56 and over in the JSC. Also, the decrease in the number of people aged between 16 and 25 years old aged 46-55 and those aged 56 and over is observed. The number of people aged 36-45 increased by 1.9%, and the number of people aged 26-35 increased by 0.9% (Table 2.5). These analyzes show that there are structural shifts in the number of employees of JSC "Uzpakhtayog".

Implementation of production plans also depends on the structural changes in the structure of industrial workers. Throughout the year, the composition of the enterprise staff changes through recruitment and dismissal. These changes are characterized by the labor force turnover. The analysis is conducted to monitor the implementation of the set of measures for training and retraining of personnel. For this purpose, the average salary of the workers is determined. Staff negligence has a negative impact on production.

In order to determine the unemployment rate, the total number of employees who lost their jobs due to their dismissal and disruptions in labor discipline should be based on the average number of employees in the list. This indicator is compared to previous years and relevant conclusions are made.

Table-2. Employees in "Uzpakhtayog" JSC are unemployed indicators (person).

Years	Total Number of Employees	Unemployed	Indicators of occupancy (%)
A	**1**	**2**	**3=(2:1)x100%**
2015	13272	201	1,5
2016	13281	235	1,7
2017	13235	246	1,8

Source: the table has been compiled by the author on the statistical basis of JSC "Uzpakhtayog"

Analyzes show that the level of unemployment in the surveyed period of the "Uzpakhtay" JSC has been increasing year by year. First of all, this relentlessly linked to the worker's self-employment, high salary, job conditions, illness. At the same time, we can see that some years have been abandoned by the administration because of non-compliance with labor discipline, lack of employment, and job vacancy (Table 2.10).

When analyzing the labor supply of the two enterprises within the "Uzpakhtayog" JSC, the number of employees in these enterprises is 657 and 699 respectively, which is mainly attributable to the high share of workers.

Table-3. Enterprise Manpower Supply (as of January 1, 2017).

№	Rates	Unity	"Guliston Extract Oil" JSC		"Yangiyul oil and fat" JSC	
1	Total workers	Person	657	100,0	699	100
	Including: -Objectives - engineer-technicians -They -sayers		 3 97 560 -	 0,4 14,7 84,9 -	 3 85 601 10	 0,4 12,1 85,3 10,5
2	Women working at the enterprise	Person	101	15,3	16	22,8
3	Employee education:	Person	-	100,0	-	100,0
	- educated -It's special -middle and full secondary		69 248 340	10,5 31,1 58,4	59 220 420	8,4 31,4 60,2

As of January 1, 2017, the share of women in the total number of employees of JSC "Guliston Ekstrakt Yam" accounted for 15.3%, and "Yangiyul oil-moy" - 22.8%.

At the same time, according to the level of knowledge of the employees, 10.5% of Gulistan Extract Oil JSC and 8.4% in JSC "Yangiyul oil-moy".

Employees of "Guliston Ekstrakt Yam" JSC in the studied year employed 10 people in the "Yangiyul oil and fat" JSC without the labor of the workers.

As of January 1, 2017, there are 657 employees listed in Gulistan Extract Oil Joint Stock Company, including:

- technical staff - 97 people;
- 560 people;

There are 0 people

- seasonal and seasonal workers - 0 people

Depending on the level of knowledge of the total worker in the company:

69 people with legal education

There are special 248 people

- 35 middle and middle school students;

Of the 12 directors, 11 are university graduates.

Total employed women - 101 people.

In 2016, a total of 138 people were recruited, of which 122 were employees and 16 were employed temporarily and seasonally.

At this time, 139 people were dismissed.

Of 139 dismissed employees:

-4 persons were released under article 99, paragraph 5, of the Criminal Code;

-129 people dismissed voluntarily.

-4 people were dismissed from point 3 of Article 106 of the Criminal Code.

-2 were dismissed in accordance with Article 106, paragraph 5, of the Criminal Code.

As of January 1, 2018, the total number of employees was 21.1%.

We analyze the labor indicators of JSC "Guliston Extractive Oil".

At the beginning of 2017, the number of registered workers was 658 people

2. The number of people employed during the year - 138 people

3. The number of dismissed people during the year is 138 people

Including:

a) at their own discretion - 129 people;

b) Number of dismissed employees - 10 people;

In particular, 4 persons were expelled from paragraph 3 of Article 106 of the Labor Code of the Republic of Uzbekistan, 2 persons were released under item 5 of the Labor Code of the Republic of Uzbekistan.

Based on this information, we will find the number of registered employees of the Gulistan Extract Oil Company by the end of 2017,

$T^1=T^o+QQS- IBC =658+138-139=657$ киши

Thus, the number of registered employees at the enterprise was 657 at the end of the year. During the analysis, we find the average number of employees in the "Guliston Extract Oil" JSC. For this purpose, we use the average simple arithmetic formula for calculating the average statistics:

$T=T^o+T^1/2=658+657/2= 657,2$ persons

Here is the average number of T-entities in the enterprise

T^o- the number of employees in the enterprise at the beginning of the year

T^1- the number of employees registered at the end of the year.

Based on the above information, we consider the coefficients representing the movement of employees in the enterprise, ie:

1. Recruitment coefficient in the enterprise

К=QQS*100/T=138*100/657,5=20,3%.

Thus, the employment rate at JSC "Guliston Extract Oil" was 20.3%.

2. The dismissal factor (Pk)

К=ИБС*100/T=139*100/657,5=21,1%

Thus, the decline in employment was 21.1% as of January 1, 2018.

3. Labor force transformation coefficient ($К_{алм}$)

К=QQS/ IBC

К=QQS/ IBC=138/139=0,992

Thus, the coefficient of exchange at the enterprise is 0.992 and is smaller than ever. This indicates a high level of staffing in the enterprise.

In our country, the accelerated development of scientific and technological progress in the economy under the conditions of liberalization of the economy greatly increases the importance of specialists in increasing productivity.

In addition to the absolute difference in the number of workers in the oil-and-oil industry enterprises, it is also necessary to determine the relative difference. The only difference in the number of administrative and managerial personnel in the enterprise is that it is necessary to determine the relative difference, taking into account the growth rate of production by the number of employees. The method of determining the relative difference in the number of employees is as follows: the actual number of employees in the previous year is increased by the growth rate of net sales of goods or products last year compared to the previous year and then divided into face. Thus, the calculated index is compared with the actual number of employees in the reporting year. The result is a relative shortage or excess of the number of workers. The relative lack of evidence suggests that labor productivity has increased.

We create a table to determine the absolute and relative difference in the number of employees. Net revenue from sales of goods at the beginning of the

reporting year amounted to 34083,401 soums. Net profit from sale of goods at the end of the reporting year was 56070452 thousand soums (56070452 * 100/34083401) = 164.51%

According to the data of the table, the absolute difference in the number of employees was 22 people, not taking into account the growth rate of production. Considering the relative growth in the volume of sales compared with the previous year, the relative deficit was 397. This testifies to the increased productivity of the enterprise.

It is advisable to use correlation to improve the effectiveness of personnel management. Correlation is used to calculate the relationship of two or more indicators. If the coefficient of correlation is 0, then there is no correlation with the study parameters. If the correlation coefficient is 1, then the dependence on the study indicators is complete, ie functional.

Table-3. Indices of correlation indicators for each other.

Correlation bond size	0,1-0,3	0,3-0,5	0,5-0,7	0,7-0,9	0,9-0,99
Relationship level	Low level	Sufficient	Substantially	high level	Very high level

We will consider the level of staffing and stock-savings of the oil-and-oil industry by correlation.

Table-4. The correlation link between stock-stock and labor productivity at the oil-and-gas industry.

Years	Workers' armed stock (Average annual value of fixed assets / average number of employees)	Labor productivity (equivalent to one employee) (Net revenue from product sales / average number of employees)	X^2	Y^2	$X^* Y$
2014	4835,36	46377,94	23380706,32	2150913318,64	224254035,95
2015	4906,82	58562,54	24076882,51	3429571091,25	287355842,52
2016	7495,95	100125,80	56189266,40	10025175825,64	750537990,51
Cost	17238,13	205066,28	103646855,23	15605660235,53	1262147868,98

Correlation coefficient $= \frac{\sum \text{▒} \llbracket X * Y}{(\sqrt{(\sum)}(X\text{^}2 * Y\text{^}2)}$

1262147868,98/103646855,23*15605660235,53 =0,99

The correlation coefficient was 0.99 points according to the results of calculations. The scale is considered to be high.

The results of the analysis show that 99 per cent of workers' stock-savings are linked to labor productivity. And 1 percent depends on other factors.

Conclusions

As a result of the research on the topic "Improving Personnel Management in Oil and Fat Stock Industries," the following conclusions were presented:

1. The content of the personal management system consists of several elements, the most important of which are the quantitative and qualitative staffing, personnel training and retraining, the system of remuneration of labor, relationships between employees and their adaptation to the enterprise;

2. Today the following tendencies are observed in the field of management improvement:

strengthening the targeted nature of management activities;

creation of flexible management structures and improvement of the management apparatus, including by reducing excessive management stereotypes;

the role of teams in production management and their orientation towards achieving high results;

improvement of social conditions of labor activity. Based on these tendencies, the directions of improving the structure of the governing bodies of the enterprises have also been identified, based on their quality characteristics;

3. Rapidness (operability) - accurate interaction with all functional units, where necessary, for production units to ensure timely and quality execution of managerial decisions.

Reliability - timely information retrieval and timely delivery to executives and executives. Reliability and efficiency are key factors in the effectiveness of current and future management systems.

4. Ensuring that enterprises in the oil and fat-and-oil industry must precisely be specialized in each process, its scope and sequence of labor;

Every type of work must be distributed in a fixed time frame;

clearly identifying the management responsibilities and achieving the proper distribution of responsibilities;

As a result of the innovative development of oil and fat-and-oil industry enterprises, the increase in output and the growth of labor productivity contributed to the increase in the state budget;

the increase in the volume of production at the enterprises will allow the population to purchase local goods for the wholesale of goods.

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