

## **The Role Of Human Capital In The Priority Areas Of Development Of Industrial Enterprises Of Uzbekistan Railways In The Context Of Increasing External Risks**

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**Annotation:** The results of research by economists show that the level of human capital plays an important role in the development of the country's economy and its industries. By developing human capital, countries will strengthen their economic potential and improve their level of competitiveness.

**Keywords:** railway, manufacturing, human capital, enterprise, competition, fixed assets, services, law, wagon, locomotive, spare parts.

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### **Introduction**

Today Uzbekistan Railways Joint Stock Company(JSC "UTY") is fully involved in the formation of international relations and the promotion of foreign economic activity of the country, defined in the concept of foreign policy of the Republic of Uzbekistan. The development of JSC "UTY" is of interest not only to railway workers, but also among different countries. All the achievements in the field, such as safety, efficiency, transportation ecology, production, passenger convenience, exemplary work of staff, as well as network digitization, are closely monitored by partners and competitors. One of the priorities of the industry is the development of human capital of the enterprise. The implementation of the long-term development program of the enterprise, the implementation of new projects and the maintenance of social stability and the elimination of labor disputes in the team are carried out by qualified specialists. The above obligations can be achieved by ensuring the competitiveness of wages in the enterprise and the full implementation of collective bargaining obligations.

The rapid introduction of modern innovative technologies in the economy, social and other spheres with the widespread use of scientific and technical achievements is an important condition for the rapid development of the Republic of Uzbekistan and its industries.

The rapid development of all spheres of society and state life requires the implementation of reforms based on modern innovative ideas, developments and technologies that will ensure rapid and quality progress of our country on the path to becoming a leader of world civilization.

At the same time, the analysis showed that insufficient work is being done to diversify production, increase its volume and expand the range of competitive products in domestic and foreign markets. [1]

The systematic analysis of the current state and development trends of transport and its enterprises of Uzbekistan Railways, despite its stable development, shows that it is not free from the following problems:

- High depreciation of fixed assets, along with high costs, threatens the technological stability of railway transport and indicates a high need for investment;
- The level of efficiency and quality of railway transport services does not fully meet modern requirements;
- Insufficient effectiveness of the system of state regulation of railway transport tariffs;

The rapid introduction of modern innovative technologies in the economy, social and other spheres with the widespread use of scientific and technical achievements is an important condition for the rapid development of the Republic of Uzbekistan.

Tashkent Locomotive Repair Plant (Uztemiryo'lmashtamir Unitary Enterprise) is an enterprise with a centuries-old history in the Republic of Uzbekistan and is the oldest enterprise contributing to the development of the Republic of Uzbekistan. This enterprise was officially handed over to the Central Asian Railways in 1900. Since 1958, the plant has undergone a radical transformation, and in three years has assembled and mastered 146 power and lifting-transport equipment, and a design department has been set up at the plant, which has begun preparing the necessary documents for locomotive repairs. In the early 1980s, large capital investments were made for the reconstruction of the plant. In 1993, according to the decision of the Cabinet of Ministers of the Republic of Uzbekistan, Tashkent Locomotive Repair Plant, Andijan and Pakhtaabad Mechanical Plants were transformed into Uztemiryo'lmashtamir Production Association with the inclusion of Uzbekistan Railways in the State Joint-Stock Railway. With the inclusion of the plants in the structure of the state joint-stock railway "Uzbekiston Temir Yollari", it was transformed into a production association "Uztemiryo'lmashtamir". The Andijan and Pakhtaabad Mechanical Plants have established corporate ties and prevented shortages of material and technical resources through the supply of components and spare parts. In 2003, according to the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 464 of October 24, 2003, the foundry production unit of Irgidromash OJSC was transformed into a subsidiary of the Foundry Mechanics Plant under Uztemiryo'lmashtamir JSC to implement the investment project "Modernization of Diesel Locomotive Fleet". On execution of the order of the General Director of Uztemiryo'lmashtamir JSC on repair of locomotives of TR-3 size and modernization of wagons in

Uztemiryolmashtamir JSC Repair was transferred to the Foundry Mechanics Plant (KMZ), Andijan Mechanical Plant (AMZ).

In pursuance of the Resolutions of the President and the Cabinet of Ministers of the Republic of Uzbekistan, Uztemiryolmashtamir JSC has been included in the State Program for Localization of Production of Finished Products, Components and Materials on the Basis of Local Raw Materials since 2005.

In 2009, the Decree of the President of the Republic of Uzbekistan dated March 18, 2009 No. 1074 "On a comprehensive program for the development and modernization of the railway industry in 2009-2013" and the Decree of the Chairman of the Board of the State Joint Stock Company "Uzbekistan Railways" dated 29.07. In accordance with the order No. 276-N of 2009, the modernization of diesel locomotives with the installation of a new diesel engine 1A-9DG is being carried out at Uztemiryolmashtamir.

In accordance with Annex 8.12 to the Resolutions of the President of the Republic of Uzbekistan dated December 29, 2010 No. PK1455, Annex 3 to the Resolution No. 1446 dated 21.12.2010 and Annex 2 to the Resolution No. 1442 dated 15.12.2010 In 2015, Uztemiryo'lmashtamir JV plans to modernize and rehabilitate locomotives and freight cars of UTY JSC.

Uztemiryolmashtamir UK, as a specialized manufacturing enterprise, performs the following functions:  
Overhaul and overhaul of all series locomotives with extended service life;

- Overhaul and overhaul of AC electric locomotives;
- Overhaul of freight cars;
- Modernization of freight cars with extended service life;
- Overhaul of electric machines;
- Assembly of wheel pairs;
- Repair of locomotive units;
- Manufacture of tools and all types of equipment;
- Production of rubber technical products;
- Production of rolling stock and spare parts for the road structure to meet the needs of JSC "Uzbekistan Railways".

In addition to these activities, the plant carries out organizational, financial, scientific and technical, advertising activities, production of consumer goods, paid services to the population. The composition of the fixed assets of the enterprise is shown in Table 1.

**1- Table. Composition and description of fixed assets of Uztemiryolmashtamir UK \***

T/P	Name of fixed assets	1980 year	Year of manufacture				Total
			1990y	2000y	2010y	2010y period after	
1.	Metalworking	216	206	27	8	4	461
2.	Blacksmith pressing	36	36	27	36	36	132
3.	Casting	5	2	4	2	-	13
4.	Woodworking	20	5	5	0	0	30
5.	Lifting and transportation	111	25	13	1	1	151
6.	Welding	10	12	7	9	25	63
7.	Others	200	130	127	125	200	782

\*The data in the table are taken from the enterprise report.

The production and organizational structure of the enterprise includes multi-profile production shops, including rolling stock overhaul and general assembly shop, rolling stock testing shop, machine building, metalworking, non-ferrous casting, forging and pressing; instrumentation; central factory laboratory; enterprise warehouses; including rubber-machinery production sites.

From 2000 to 2011, the company produced 149 pieces of technological equipment for the development of import-substituting components and spare parts, as well as 2,000 pieces of equipment and stands to improve the quality of repairs. In order to develop production in 2015-2017, 123 pieces of equipment were purchased and put into operation in China. A brief description of the plant's output is given in Table 2.

**2- Table. Brief description of products manufactured in Uztemiryo'lmashtamir UK \***

Product type	Function and technical description
1. 1A-9DG dizeli built-in TE10 modernized locomotive (UZTE16M)	Diesel power, KW horsepower-2206 (3000); service type freight; design speed, m / s (km / h) - 27.72 (100); mass of service locomotive section, kg (t) -138000, long-term traction, kN (tk) - 245 (24.96); wheel diameter, mm-1050; transmission -electric, direct current
2. TE10 locomotives	DC power transmission, manually operated freight mainline locomotives. -Power-1780kW, design speed 100km / h. Weight 1 second service-138 tn.

	Designed to weigh loaded contents.
3. TEM2 locomotive	Designed for shunting operations. Total diesel power - 882 kW. Construction speed 100 km / h. Service weight 120 tn. Manually operated.
4.VL80S series electric locomotive	It is designed to work on electrified highways. It consists of two sections of the same type operating on a system of multiple units (CU). Equipped with a system that allows you to control three sections or two electric locomotives. Designed for the control of freight and passenger trains on domestic main railways, electrified at a frequency of single-phase current (50Gts) with a nominal voltage of 25 kW. It consists of one section.
5.VL60 series Electric locomotive	Designed for the control of freight and passenger trains on domestic main railways, electrified at a frequency of single-phase current (50Gts) with a nominal voltage of 25 kW. It consists of one section.
6.Passenger carriages	Special wagons designed for the needs of RB SMP (luggage, rigging, for transporting workers, etc.)
	7. Freight cars:  A) half wagons  B) platform-based Cement carrier
Aggregates and nodes: A) diesel 10D100  B) traction motors ED107, ED118A, ED118B  C) traction engines  G) main generators GP-300, GP-311	Type vertical, two turbo pressures. Power 2206 kW, number of cylinders -10. High flammability pressure -10,5MPa. Diesel mass without generator-18800kg. DC motors for power transmission in mainline locomotives. Power - 305kW Voltage-463 / 691V, current-720 / 483A, mass 3100 kg. VL80S DC electric motors for electric transmission in electric locomotives. Power 740 kW. Voltage-950SV, current-820A, mass-4350kG. Traction generators on diesel locomotives convert the mechanical energy of diesel into electrical energy. GP-311: maximum current - 4320A, maximum voltage - 700V; GP300: Maximum current 1210A, maximum voltage-780 V. Diesel locomotives, electric locomotives, wagons.

D) a pair of wheels J) tkrbokompressorTK-34	To provide an inch phase of air pressure to 10D100 diesel cylinders.
9. Spare parts for rolling stock repair	Brake pads for wagons and locomotives; KT-6 pistons and cylinders; Spring and suspension springs other spare parts for repair
10. Spare parts of road surface structure	Suspension and clamp bolts; Costils; Nuts M22;

\*The data of the table are taken from the "Business Plan" of the enterprise

The main customers of the company's products are the enterprises of JSC "UTY" and industrial enterprises of the Republic of Uzbekistan. In addition, the company's products are exported to CIS countries. In order to increase the export potential of the enterprise, the following work is being done. It should also be noted that it is important to accelerate the development of human resources to perform today's and tomorrow's tasks. Doing business in an environment of increasing external risk requires a new approach to the enterprise management system and management principles. The extent to which a knowledgeable approach to managing this process is determined by the profitability, sustainability, and prospects of the business. It plays a key role in enterprise customer and marketing activities. The main markets for the sale of manufactured products are the enterprises of JSC "Uzbekistan Railways" and industrial enterprises of the Republic of Uzbekistan. In addition, the products are exported to CIS countries.

In order to increase the export potential of the enterprise, the following work will be done:

- Increasing competitiveness and increasing the range of export-oriented products, including the modernization and installation of 123 unique innovative equipment in the main production assets.
- Establishing relations with the Export Promotion Fund under the National Bank for Foreign Economic Activity. According to the agreement with the Fund, the list of the company's products will be provided through the embassies of the Republic of Uzbekistan in neighboring countries, as well as the Fund will provide invitations to participate in international exhibitions and fairs.
- Foreign companies - direct negotiations with potential customers of the company's products, reducing the cost of production.
- Expansion of markets for manufactured products.

The main purpose of marketing is to expand the range of products for divisions of JSC "Uzbekistan Railways" in the territory of the Republic of Uzbekistan. Expansion of markets for manufactured products is shown in Table 3.

**Table 3 Expansion of Uztemiryolmashtamir UK trade market \***

<b>№</b>	<b>Naming</b>	<b>Customer</b>
1	Loco	Subdivisions of JSC "Uzbekistan Railways", railway enterprises, industry, firms and entrepreneurs, joint ventures and foreign enterpris
2	Repair	Subdivisions of JSC "Uzbekistan Railways", railway enterprises, industry, firms and entrepreneurs, joint and foreign enterprises
3	Manufacture of non-standard equipment	Subdivisions of JSC "UTY", railway enterprises, industry, firms and entrepreneurs, joint ventures and foreign enterprises.
4	Consumer goods to set up production	Private entrepreneurs, individuals

So it is important to distinguish the concept of human capital from the concept of labor resources. Labor resources are people who have direct knowledge or who are uneducated, skilled, and unskilled.

Human capital is a broader concept and is an investment in knowledge, science, security and quality of life, and health, in addition to human resources. Hence, the analysis of the literature on the subject, the theory of human capital to date has been sufficiently developed and the main factors of its development have been identified. This is a complex socio-economic category of human capital, which includes elements of various research and sciences.

In an industrialized country, scientific and technological development, intellectualization of production, as well as the acceleration of the innovation process are extremely important. Researchers estimate that the share of new technologies in developed countries is 85% of gross domestic product (GDP). High-tech and scientific

Due to the capacity of the product, the above countries are in a favorable position in the world economy and the international division of labor, especially in the context of expanding globalization of the economy. Therefore, today the issue of increasing the organizational and economic mechanisms and intellectual capital of the enterprise is important in order to increase the efficiency of investment in human resources of the enterprise and the formation of programs and methods of its management. The following tasks are set to achieve the goals of the enterprise:

- identification of areas of business activity;
- accelerating movement in a competitive environment;
- Predicting behavior, studying market conditions;
- identification of business priorities;
- determine its level in order to evaluate the result;

In addition to these objectives, it must meet certain requirements.

The most important of the main objectives of the enterprise are:

1. Creation of scientific and technical base;
  2. Creating a private production base;
  3. Adaptation and technical equipment of the enterprise;
  4. Creating an effective infrastructure;
  5. Capacity building;
  6. Formation of sources of innovative financing and production activities.

As a result of the set goal analysis, it can be concluded that it is important to organize the study of the whole set of goals, which in turn requires the provision of relevant information and the development of a motivational mechanism for integration.

In order to achieve competitive advantages in modern conditions, it is important to develop a well-thought-out management concept of the enterprise, adapted to the external environment.

In any case, the state of the enterprise, the quality of production depends on the efficiency of investing in human capital. It can be evaluated using the following basic methods.

1. The method of calculating the cost per person.
2. A method of assessing the competitiveness of the value of human capital.
3. Assess the future value of human capital.

Investments in human capital depend on different circumstances:

1. The result of investing in human capital depends on the period of human life.
2. Human capital is not only physically and spiritually obsolete, but also has the ability to accumulate and multiply.
3. With the accumulation of human capital, its income also increases for a certain period, then falls sharply.
4. An investment in any person is not an investment in human capital.
5. The description and types of investments in human beings are based on historical, cultural, national characteristics and customs.
6. Investments in human capital are more efficient than investments in other areas.

The above cases lead to the following conclusions:

only investment results in the formation of human capital, which is similar in nature to physical capital;



- Investment in human capital pays off, resulting in a high return table.
- The main types of investment in human capital of the enterprise include special training, physical condition, education and behavior.
- A number of factors are involved in the formation of human capital.
- The return on investment in human capital is straightforward  
will depend on his future service life.

In our opinion, in modern conditions, employees of the organization are becoming a competitive asset, the capital of the enterprise, but it is necessary to emphasize the importance of their proper placement, development and orientation to achieve the goals of the enterprise.

Investing in human capital is an important element in improving the quality of enterprise activities, creating conditions for workers to use intellectual resources effectively.

Based on the analysis, the following conclusions can be drawn:

- human capital is the main wealth of the enterprise, as well as a decisive factor in economic growth;
  - The formation of human capital in railway enterprises requires large sums of money from the individual and society as a whole;
  - human capital can be accumulated, that is, a person must accumulate certain knowledge and skills by restoring their health;
  - human capital not only acquires knowledge during its lifetime but also becomes spiritually and physically obsolete;
  - investment in human capital, which will bring the company a high return in the future;
  - Human capital investment has an almost broad description
  - human capital differs from physical capital in the degree of disposal;
  - a person controls his income regardless of the source of investment;
  - The level of use of human capital depends on the individual interests of the individual.

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