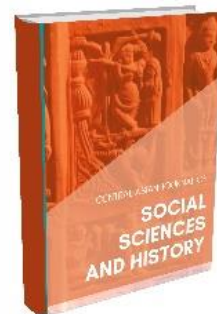




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Methodological Issues of Human Capital Development

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Abstract:

In this article, the state policy of the President of the Republic of Uzbekistan Shavkat Mirziyoyev regarding youth, the methodological foundations of human capital development, in particular, the issues of covering the young generation with science and education are highlighted. In the study, the statistical data of the USA, Europe and developed countries of Asia were analyzed that human capital develops the country faster and more intensively than any other areas. Also, conclusions and suggestions on the development of human capital have been given in Uzbekistan, identifying the characteristics and characteristics of talented young people.

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New Uzbekistan is a prosperous and prosperous life for our people, building a free and fair society and developing our country based on democratic principles, among the developed countries, ambitious plans are embodied. Naturally, these goals cannot be realized without revolutionary changes in the field of science and education. Therefore, in the last five years, great opportunities have been created for citizens to get an education, acquire modern professions, and work in fair conditions. In particular, the education system was returned from 12 years to 11 years and the number of higher education institutions in our republic was almost doubled to 209. New institutes and universities, branches of prestigious foreign universities were opened. Evening and part-time departments of higher education have been launched.

Most notably, the enrollment of school graduates in higher education institutions increased from 9 percent in 2016 to 28 percent by 2023. [1:72] One of the most crucial innovations in the field is the launch of Presidential and Creative Schools. In a word, the foundation of the Third Renaissance was laid. The next task is to implement a new system of training independent-minded, patriotic personnel

with high intellectual potential, competitive in the world labor market, science and technology world, who have deeply mastered modern knowledge and skills.

The decision of the President of Uzbekistan on the establishment of the "New Uzbekistan" University undoubtedly expresses such goals. It is recognized that the state higher education institution "New Uzbekistan" was established in Tashkent. Fortunately, the educational process at the University is being established in cooperation with prestigious foreign educational institutions, such as the Massachusetts Institute of Technology, Stanford, Cambridge Universities, and the Technical University of Munich.

A new renaissance in Uzbekistan - the Third Renaissance - is set to be laid as a foundation through democratic changes, including educational reforms. President of Uzbekistan, "We consider preschool education and school education, higher and secondary special education system and scientific and cultural institutions as four integral links of the future Renaissance. We consider kindergarten education, school teachers, professors, and scientific and creative intellectuals to be the four pillars of the new renaissance... The strategic plan aimed at developing human capital in achieving the ambitious goal of making Uzbekistan one of the world's leading countries in the global innovation index by 2030". [2:239]

If we look at the experience of the most economically developed countries, we can see that the fundamental development of science is at the root of this rise. Take Japan for example. After the Second World War, "land of the rising sun" fell into a very difficult situation. At that time, the main attention in this country was focused on "feeding a person's head", that is, giving him strong knowledge. As a result, the investment allocated to the development of science continues to show positive results to this day. Today's focus on science is also a foresight, a step towards a brighter future. [20]

In such miraculous conditions, the types of activities of manual laborers have changed. It has been observed that work processes in metal cutting and manufacturing machines and other industrial production are gradually becoming automated and computerized. For this reason, among the forces that determine development, intellectual potential, that is, human capital, is the most important. Talent and ability are important characteristics of a person's economic potential. Talent is a person's level of intelligence, ability, intensity and factor. Such people have a greater sense of responsibility. Talented people follow others; they are an example to those who lack courage. The community often needs people with such qualities. A talented person first of all has independence of thought. In any case, he can conduct independent observation and find an independent solution.

In today's world, where the processes of globalization are rapidly developing and deepening, the attention to the development of a person and his consciousness is increasing more and more. Because where the human capital is given a lot of attention and favorable conditions are created for its development, it can be seen that the country has developed consistently. In particular, the USA, China, Singapore, South Korea, Japan, Finland and Sweden are clear examples of this. The level of development and prosperity in these countries cannot fail to inspire envy in everyone.

What is the concept of "human capital"? In a broad sense, human capital is an intensive productive factor of economy, society and family development, including the knowledge and skilled intellectual part of the workforce, managerial labor tools, the environment and the sum of labor activities. In a narrow sense, human capital is intelligence, health, knowledge, productive work and quality of life.

At the heart of human capital, of course, are knowledge and skills. Knowledge is the greatest treasure and it cannot be compared with any other wealth. In the words of our great grandfather, Imam Bukhari, "There is no salvation in the world except knowledge and there will be no salvation." [3:10]

In developed countries, great importance is attached to investing in the complete cycle of education, that is, investing in the education of child from the age of 3 to 22. Because, this investment brings benefits to society 15-17 times. In our case, this indicator is four times. Therefore, we must pay more attention to human capital and mobilize all opportunities for this. [4:30]

World scientists have also supported this idea through the theory of human capital. According to the definition of American economist Stanley Fisher, "Human capital is a criterion embodied in a person's ability to generate income. Human capital encompasses innate abilities and talents, as well as education and acquired skills." [5:87]

At the same time, the intellectual potential is becoming increasingly important in world development, and it is observed that the demand for an educated and qualified specialist is steadily increasing. Because high potential scientific and technological discoveries in the world are created by personnel with such high potential. Of course, any discoveries should be used only in the interests of man and his happiness. In today's globalization process, innovation is becoming one of the most important strategic resources of any country.

In their theory, scientists have shown the knowledge and intelligence of a person as the main indicator of human capital. In particular, T. Shults considers a person from the point of view of his abilities, and knowledge acquired through education, and says that every educated person has a resource that can be used in activities related to obtaining a certain income. According to T. Shults, "If education affects production that is important for the economy, it is a form of capital." [6:45]

P. Druker said, "The only advantage of developed countries in competition remains the resources of a qualified labor force. The difference between skilled staffs and unskilled workers employed in production is that they own the means of production: they carry knowledge with them.

The theory of human capital is also reflected in the works of Russian scientists A. Dorinik, S. Dyatlov, and S. Kurgansky. These are investments that are purposefully used in a particular area of social reproduction of human capital, contribute to the growth of production efficiency and labor productivity, and also affect the growth of wages and incomes of a person, as well as a certain reserve of health, knowledge, skills, skills, motivations accumulated person, is regarded as the capital formed as a result.

Every person can achieve spiritual and economic perfection by using his abilities effectively. If there is a large share of them at the national level, that society will achieve greatness in all aspects. Therefore, there are tasks to be done in our country regarding the development of human capital. Why, over the years, human capital, its importance and power have not been adequately evaluated in our country. As a result, this led to the formation of a layer in the society that did not have its own opinion, did not find its way and did not believe in its potential.

In recent years, along with all areas of our life, intensive updates have been carried out in this direction. The fact that Uzbekistan participated for the first time in the human capital code published by the World Bank for 2020 and took the leading place among the CIS countries with a result of 62 percent confirms our opinion.

At this point, it should be remembered that Uzbekistan is participating for the first time in PISA and PIRLS international studies aimed at assessing human capital. Today, teaching manuals are being distributed to provide methodological support to teachers. Seminars with the participation of international experts are being held to improve their skills.

Also, online trainers were organized for school teachers based on sample questions used in international studies. 348 basic schools have been identified across the country, and pedagogues are being trained by attaching the remaining schools to them.

Most importantly, the reforms defined in the development strategy of the new Uzbekistan are aimed at improving the mechanism of protection of human rights and interests based on the requirements of the new stage of development. First of all, in the Development Strategy, a significant place is allocated to the protection of the interests of women, children, youth, persons with disabilities, migrants, the poor and other segments of the population in need of social protection.

At the same time, the issue of human capital development is defined as one of the seven priority areas of the development strategy in the state program for the implementation of the development strategy of New Uzbekistan in the "Year of human dignity and active neighborhood" (2022), several crucial measures are taken to achieve the goals within this priority area. activities were carried out.

As a result of the research, it was determined that the total wealth of the world is equal to 550 trillion dollars. It shows that the per capita wealth of the world's population is 90 million US dollars. 55 million of this wealth is human capital, 18 million is natural and 17 million is physical wealth. [7:103]

In developed countries, much attention is paid to investing in the complete cycle of education, that is, investing in a child's career from the age of 3 to the age of 22. Because this investment brings 15-17 times profit to the society. In our case, this indicator is only four times. [8:222] For this reason, the head of our state emphasized the necessity of increasing attention to human capital and mobilizing all opportunities for this. The appeal focused on the development of human capital. Indeed, in modern conditions, it is the development of human capital that is becoming the driving force. These days' time demand investment in human capital. After all, today's investment is not betting everywhere on cheap work as it used to be. The reason is that long-term scientific and technical progress is sharply reducing the need for unskilled workers.

An example. A young man named Sundar won a scholarship to study at Stanford University in the USA 7 years ago. However, he will not have the money to fly there from India. Then his father buys him a ticket for almost a year's salary. The young man gets on a plane for the first time in his life and flies to the USA. That guy - Sundar Pichai - in 2015 was appointed director of Google, one of the richest companies in the world. In 2019, his annual salary was 281 million US dollars. The great courage of the father, which he had once done, paid off. The best investment is an investment in your child's future. [9]

As stated in the UN Youth Strategy, "Youth is the most valuable and extremely important resource, and it is worth investing in it because these investments will return many times over." I completely agree with this essential point. [2:257]

State expenses for the education system in Uzbekistan are not only higher than those of Central Asian countries but also higher than those of all European Union countries. There are objective reasons for this. Firstly, the development of education in Uzbekistan is defined as the priority direction of socio-economic policy, the main factor of sustainable economic growth and human development. Secondly,

Uzbekistan is a country of young people, and the deeply educated generation will be able to bring the country to the ranks of developed countries. [10:73]

At present, almost all countries of the world pay attention to the development of education. 100 years ago, government spending on education was 1.0% of the GDP. Currently, this indicator has reached 5.1 percent. As a result, the number of people with primary education in the world reached 94.0% of the total population. [11:130]

Therefore, a society that does not value human talent and spirituality will never be perfect, it will not be able to develop at a fast pace. After the Russian Empire invaded Central Asia in 1865 and during the former Union period, the most prominent nobles, talented people, writers and writers, intelligent people were massacred. Those years of worshiping the personality of Stalin brought heavy burdens on the people of Uzbekistan. According to V. Mannabjonov's book "Sound from history" more than 41 thousand people were imprisoned by the "triple" of the People's Commissariat of Internal Affairs of the former Uzbek SSR in the years 1937-1939 alone. Of these, 37,000 people were convicted. 6920 people were shot... That is, the greatest cream of our nation was destroyed. This is one of the main reasons that led to the crisis of the social society of the Union. This is an indisputable, very important, vital law. [21:418]

Japan, as in the former socialist countries, relied on the most talented, most capable part of the nation, without eliminating those with brilliant abilities. Although the average per capita income is extremely high, there is not much of a gap between the rich and the poor in Japan. In particular, the incomes of the richest and poorest 20 percent of the population are 2.9 times higher than in Japan. However, this figure is 19 in the United States. [12:324]

In the ranking of indicators of the Global Innovation Index (GII-2021) published by the World Intellectual Property Organization (WIPO) under the name "Tracking innovation through the crisis of COVID-19", Uzbekistan ranked 86th among 132 countries, increasing by seven places compared to the previous indicator. It is noteworthy that in 2020, Uzbekistan entered the TOP-10 of the countries with the highest ranking, having recorded the 93rd result in this ranking on the first attempt. At that time, the head of our country said that by 2030, we will be among the top 50 in the Global Innovation Index [13:45]. It was also reinforced in the "Development Strategy of New Uzbekistan for 2022-2026" under the name "Improve the position of the Republic of Uzbekistan in the Global Innovation Index and include it among the TOP-50 countries by 2030" (goal 52). It's been two years. The result is not bad. On December 23, 2011, at the meeting of the Republican Council on International Ratings and Indices, our position in the Global Innovation Index was specially recognized. Uzbekistan took the tenth place in the "profitability" and the 4th place in the "territory rating" of this rating, with an overall score of 27.4. [14:134]

It should be noted that CIS member states also have their place in the "GII-2021" rating, including Russia-45, Belarus-62, Armenia-69, Azerbaijan-80. If we compare the countries of Central Asia, we are still in the second place (Kazakhstan is 79th place, two places compared to the indicators of 2020, Kyrgyzstan is 98th place, it has fallen by four places, Tajikistan has achieved a positive result like us, it is 103rd place, it has risen by 6 places). It can be seen that, although our Republic remains in second place in Central Asia, it has significantly improved. This means that we will be an absolute leader in the next two to three years, and we can easily enter the top 50 by 2026.

By what factors and indicators was the increase of Uzbekistan in the ranking of the Global Innovation Index achieved seven places? The most important seven indicators (components) can be mentioned.

If we focus on the data on the first indicator, "Institutions (Institutions) rose one place - from 95th to 94th place based on the political environment, the effectiveness of government, legal framework, rule of law, dismissal costs, business environment, ease of insolvency resolution, etc. connected. Many things need to be solved to further strengthen the legislative base of our republic and ensure its priority. In this rating, it is precisely the legislation that is described as a "weakness". (107th place). The good thing about this parameter is that our business environment indicators are rated as "indicates a strength" (72nd place).

In the second indicator, "Human capital and research", we have increased by five places and occupied 30.4 points or 72nd place. It mainly relies on education, higher education, scientific research and development. Positive cases are underreported in this parameter because some information is insufficient or not provided. In particular, the PISA scale of the international student assessment program and the state funding per student, GDP ratio can be cited. However, the ranking has strong student-teacher ratios and graduation rates in science and engineering (7th place). However, it is 13 in Russia and 46 in Kazakhstan. The third - "Infrastructure" had 72 out of 77 indicators. Information and communication technologies, online government service, main infrastructure, logistics, gross capital formation, environmental balance, energy use, environmental impact, environmental certifications are taken into account. It is noteworthy that we are among the top 50 in some of these indicators. For example, 46th place for online government services. In general, Uzbekistan was able to show its strengths in "Infrastructure."

The seventh indicator of Creative outputs Uzbekistan rose by 14 places (113th place in 2021, 127th place in 2020). It must be admitted that there is a lot of work to be done in this regard, let's not rise from the 127th rank to the 113th rank, after all, we are far behind the foreign experience in the matter of creating intellectual property objects and its commercialization (creating an intellectual property ecosystem).

In the development strategy of New Uzbekistan for 2022-2026, goals focused on spirituality and youth experience are boldly put forward. The strategy sets great goals, such as turning a healthy worldview and creativity into a national cost in society, a book-loving nation, in-depth study and promotion of the scientific heritage of our great ancestors. Two of the seven directions of the strategy are directly related to spirituality and human capital. This is a special focus on human capital. A person should always work on himself, get continuous knowledge and enrich his human capital. After all, a person's knowledge and skills are a unique form of capital, said Theodore Schultz, laureate of the Nobel Prize. No one in the world has tested the application of knowledge as clearly and in his own experience as Amir Temur. Sohirqirani Amir Temur said, "In my experience, one determined, enterprising, alert, brave and ambitious person is better than a thousand inactive and careless people." [15:14] There is a saying in our people that "one with great skill, and one with great knowledge, overcome a thousand. Today, world scientists call this wisdom human capital. According to Stanley Fisher, an economist in academic America in the 20th century, Human capital is a measure of a person's ability to make a profit. This includes his innate ability and talent, his knowledge, and his acquired professional skills," [5:158] concluded. According to the scientist, human capital means not the number of people, but creativity and efficiency. If we look from this universal height, we can see how many goals have been used in the idea of providing quality education to children, raising young people to become intellectually, spiritually and morally mature, potential specialists, and true patriots.

The main goal of modern education is to meet the needs of society, the state and the learner, to prepare a competitive person who can serve the spiritual, social and economic development of the country. A teacher with a broad outlook, independent and free-thinking, able to purposefully model the educational process can define a bright perspective of education. In the video selector held on the issues of the development of school education, the head of our state highly appreciated the importance of the teacher in determining the perspective of the new Uzbekistan. "The fate of our future generation, the fate of our entire country, nation, and state depends on respected teachers," he said.

As our great enlightened grandfather Abdurauf Fitrat said, it is necessary to work based on enlightenment, realizing deeply that this world is becoming a field of struggle, and a healthy body, sharp mind and good morals are becoming weapons of this struggle. [16]

The spiritual and moral education of young people, the formation of love for the Motherland, development of national consciousness and thinking has always been the main goal and goal of a democratic society. The purpose of education is to bring a perfect person to adulthood. The sign of perfection is to follow the right path and benefit the people. The richer the human capital, the more benefits it can bring to people. After all, education and spirituality are twin concepts. Spirituality serves to deeply understand the meaning of lofty ideals such as a respectful and attentive approach to the history of our nation, a free and prosperous Motherland, age-old dreams and aspirations to build a free and prosperous life, development of the Motherland, peace of the country, and a prosperous life. All such tasks place new demands on the school teacher.

Of course, no matter how complicated the problem, there is a solution. We have an ancient, historically formed institution of spiritual education. We just need to fully explore its possibilities. In particular, it is necessary to publish and widely promote pedagogical publications that provide information about figures who can be an example to young people with their morals and patriotism in the ideological-moral, spiritual-educational education of students, and are suitable for the age and worldview of children. In particular, it is necessary to put social pedagogic activities on a scientific basis and widely promote knowledge about the human factor among parents, which is defined in the fourth direction of the development strategy of New Uzbekistan.

The attractive product of the market of educational services is human capital, that is, the sum of mental and physical abilities of a person. Human capital is crucial natural resource whose value is constantly increasing in the modern economy of the world. In this sense, in the world, in particular, in Uzbekistan, the educational business is learning to live in this criterion, which has become a process of continuous development and development in the conditions of all seasons.

According to Abdurahman ibn Khaldun, who worked in the dargah of Sahibqiran Amir Temur, "The life of society consists of two parts: one is honesty, moral purity, humanity and compassion, and the other half is economy, money, income." Funds are the foundation of the treasury, the means of value and payment, and a strong spirituality is necessary to ensure their stability. [19;734]

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As the sages of the East say, the greatest wealth is intelligence and knowledge, the greatest inheritance is good education, and the greatest poverty is ignorance. Therefore, there is no doubt that our young people who are hungry for knowledge will become educated personnel who can contribute to the sustainable development of our country with their potential, enthusiasm and opportunities in the economic sector and sectors.

The development of human capital is directly related to a person's consciousness, morals, spirituality, worldview, socio-economic, political relations, the essence and nature of the social system. Since a person has intelligence, he understands the events of the real world, manages the world with his scientific thinking, work, and potential. The growth of human capital is influenced by the overall events that take place in the social environment surrounding it.

In order to create innovative human capital, it is necessary to guide every family in the country and the children born in it to acquire knowledge from an early age, instill in their hearts a desire for science, love for work, and educate them with the latest technologies, textbooks and manuals at the level of world standards.

The level of human capital can be estimated based on several methods. Traditionally, economists measure this by the income of people with more education. Researchers have proven that each additional year of education increases a person's income by an average of 10 percent. Investments in education also reduce social inequality in society. In most countries, children born in relatively wealthy families begin to use wide opportunities from childhood and acquire several advantages and comforts throughout their life. On the other hand, the children of disadvantaged families will be deprived of such opportunities.

Education is defined as a special element of human capital, and its main parts consist of a combination of four components - cultural and ethnic characteristics, general education, vocational education, basic skills. Investing in education is not only a special strategy for the development of the country, but also

a social policy aimed at improving the prospects of human capital and socio-economic development. As a result, human capital is improved, material well-being and a healthy lifestyle are achieved. Human capital is a form of individual capital of each person. Ability, knowledge, skills and experience are the personal property of each young person.

Educating young people as highly qualified professionals has become a priority state policy of the new Uzbekistan. In particular, the coverage rate with higher education has exceeded 25 percent. The number of higher education institutions increased from 78 to 198 in a short period. A system of extra payment of up to 60% has been introduced to the salary of professors and teachers with academic degrees and forms of external and distance education.

The excellence of any human capital is directly related to the quality of education, which is its most important component. While special emphasis is placed on modern higher education, there is a high demand everywhere for personnel with competitive, competent and strong-willed qualities that match the spirit of the new era.

The development strategy also envisages the development of human capital. Human capital is the main factor in the consistent and successful implementation of ambitious plans in our country.

Currently, the amount of national human capital in the developed countries of the world is more than 70-80 percent of the national wealth, and in developing countries, it is more than 50 percent. In particular, in the USA, this figure has exceeded 95 trillion dollars, and they are equal to 77% of the national wealth. In general, human capital in the world reaches 365 trillion US dollars, which is equal to 66% of the total wealth of the world.

Another important aspect is that in the latest 2019 Human Capital Development Index published by the United Nations Development Program, Uzbekistan ranked 106th among 189 countries with a score of 0.720. It is predicted that the expected life expectancy of our population at the time of birth will be 71 years and 7 months. In 2019, the average duration of education was 11 years and 8 months, and the GDP per capita was \$7,142. These indicators of our country are included in the high level of the Human Capital Development Index but are lower than the average of the countries in this group.

The conditions and factors of innovative development of our country can be compared with world standards. According to it, the share of research and development expenses (R&D) in GDP is only 0.2 percent. This means that it is 11.8 times less on average than in other countries.

However, at present, the view of human capital has been radically expanded, and it is viewed as a value stock and a stream of income. It's not for nothing, of course. Because human capital is closely related to economic development. Amartya Sen, a world-famous Indian scientist and winner of the Nobel Prize in Economics (1998), scientifically substantiated this. According to him, the development process is not only an increase in material or economic well-being but also an expansion of the individual's capabilities, which implies a higher freedom of choice for each member of society. The state must ensure not only consumer equality, but also equality in education, health services, and political and civil rights. It serves the growth of human capital.

The development of any country directly depends on the intelligence of the people living in it, mature education, talent and potential of young people. In the development of human capital, the school where basic knowledge is imparted plays an important role. Therefore, consistent development of the public education system was considered the most urgent task in all times and places.

In our country, special attention is being paid to the further development of school education as an important system that determines our future.

In the Development Strategy of New Uzbekistan for the period 2022-2026, approved following the Decree of the President, "Conducting a fair social policy, developing human capital" is defined as a separate direction, and several goals related to school education have been adopted. In particular, it was noted that through the introduction of the national program for the development of schools, the creation and implementation of a national program that provides for the creation of an additional 1.2 million student places in the public education system, the construction of new schools, an increase in the number of private schools and an increase in the quality of education.

By expanding the conditions and opportunities for non-state educational service organizations, an increase in their share by 8 percent in 2026, including 3 percent in 2022, was achieved.

The development of school education was discussed in detail at a videoconference meeting held on January 28, 2022, chaired by President Shavkat Mirziyoyev. It was said that the Ministry of Public Education should be concerned with improving the quality of education and raising the qualifications of teachers, and not building schools. The Ministry of Construction was instructed to develop a project for a model school. The concept of "modern school, which meets world standards, reflects the need to change two aspects at the same time: the first, hard component - the necessary infrastructure, logistics, and the second, soft component - participants in education, teachers and school leaders, the level of knowledge of students and youth, broaden your horizons. Fortunately, today in our country these same aspects are of particular importance.

By 2026, the most important goal was to completely revise and implement the curriculum and textbooks based on advanced foreign experience. This is closely related to the goal of improving the quality of education in schools, bringing the knowledge and skills of pedagogical personnel to the international level, as defined in the strategy.

In terms of cooperation between schools and HEIs, the heads of higher educational institutions should first enter the school. There, it is necessary to talk with the teacher who educates the younger generation, listen to their problems and help them solve them, and take measures to contribute to the improvement of the knowledge and experience of pedagogues. Future teachers, that is, students, need to think about how to improve their education. Because we often complain about the low level of education of young people who have graduated from school. But we don't think much about the level of the teacher who has graduated from higher education, about the fact that the young men and women sitting in the classroom are not getting targeted training. Of course, cooperation is the need of the hour.

Another main problem that the President repeatedly draws attention to is the development of human capital, the goal of which is to prolong healthy life and increase mental capacity in every family. According to the UN, more than 33 percent of the world's population (2.5 billion) suffer from insufficient intellectual development due to hidden hunger (lack of macro and microelements, water and oxygen). They don't remember what they read, they can't do business effectively and they can't innovate. The minimum "consumption basket" should be individual for each person (especially children) and reduce their hidden hunger. "Smart healthy education" is an open system, the effectiveness of which depends more than 50 percent on external factors such as "smart family", "smart medicine", "mental and physical training", "smart neighborhood", "smart business". In the third renaissance, organizations must teach creativity, critical thinking, communicative and cooperative skills, learning, and the development and effective use of innovations. "Smart education" should

increase the quality and quantity of production, use a new win-win model integrating knowledge, experience and financial resources, and develop collective learning for additional systemic effect.

Scientists say that on average, more than 10 percent of mental abilities in the world are not used effectively, and trying to get rich using mental abilities. It is about 50 percent in the USA, European Union and Japan, and less than one percent in some African tribes.

How much does our mental capacity grow every year in Uzbekistan and what percentage of it is effectively used? Frankly, we do not even have this analysis. Dozens of centers operate in America and publish books on improving intellectual abilities. For example, in Cynthia Green's book (it mentions eating, reducing latent hunger, acupressure, intellectual and physical exercises to massage the acupuncture points of brain activation, intellectual games that increase the efficiency of the brain. However, through these, IQ and EQ increase from 28 percent to 78 percent on average). It can be seen that quality education and training are not enough to raise an intellectually developed scientific generation. They should be complemented by the development of digital intellectual abilities and the improvement of heredity with the help of "smart medicine" and "smart family". It is permissible to create a "Roadmap" for each gifted child and implement it. After all, even in agriculture, the land is prepared before planting crops (it is softened, a ditch is drawn, fertilizers, water and necessary drugs are added, after which a high yield can be expected).

Why don't we teach our children to grow their intelligence (there are ways to improve their memory, thinking speed and logic) and then give them knowledge and use it to become rich? However, many children cannot remember even 20-30% of what they read.

Here are 5 top reasons to invest in early childhood education.

1. 70% of the basis of human intellectual potential is formed before the age of 5.
2. If 50 percent of youth and children in our country are covered by preschool education, every 1 US dollar in this country will generate 17 US dollars in economic income.
3. Significant progress is made in the child's potential.
4. Young people will have a higher chance of getting higher education.
5. The possibility of young people getting involved in alcoholism, drug addiction, foreign ideas, and crime will be radically reduced. [17:7]

In short, honorable and responsible work has begun in our country to achieve the "100 goals of the Development Strategy, for Human Value". Most importantly, our nation has gained enough experience in achieving goals in the past five years.

Conclusion

After reading the works of Eastern and Western scientists, and thinkers, especially American psychologists, we identified the following qualities and characteristics of talented young people:

- Talented children are meticulous in every way, deeply knowledgeable, and extremely interested in how the world is structured;
- able to learn the connection between events and things, they can draw various summaries, and try to invent different alternative systems;

- An excellent memory combined with an early-developed language allows for the ability to quickly perform and use the work of classifying and categorizing large amounts of information;
- They have a large vocabulary and can express their thoughts clearly and freely. They often invent and invent new words to show off and entertain themselves;
- Even if they do not understand the meaning of some events and events, they try hard and try to solve difficult issues;
- Some of them have great mathematical abilities and spend a lot of time calculating and thinking logically. This causes him to progress in reading compared to other students;
- They can concentrate for a long time and have strong willpower;
- Sometimes, due to lack of experience, they can wave their hands and say that they cannot solve the problem. At such times, they need all kinds of help;
- They understand the truth quickly, have developed knowledge and thinking;
- They have the characteristics of being quickly affected by the injustice around them, and they make strict demands on the people around them;
- Has a great imagination for creating, inventing, and introducing game elements;
- They are very fond of jokes, inappropriate laughter, and puns. Their humor is different from other peers;
- They are very emotional, they are impatient, impatient and hot-tempered from a young age;
- They are also distinguished by their characteristics, such as touching a person's personality;
- The characteristic of being bigger than others is the same as that of ordinary people;
- Sometimes, their self-awareness develops in a negative direction and they have difficulties communicating with their peers.

In general, the socio-political, economic, legal, and spiritual foundations of youth talent formation are important. The causes and sources of the material and spiritual development of economically advanced countries are primarily due to their intellectual (mental potential) relationship to property. Development is inextricably linked with human intellectual potential, economic thinking and the talent of young people matures based on fundamental social and spiritual changes based on economic reforms. Current economic, social, spiritual, and spiritual changes are a process of direct harmony with changes in the minds of students and young people's economic thinking, and it is necessary to pay attention to intellectuals and develop talented young people. [18:59-62]

In general, the modern content of the concept of "Personnel Policy" is as follows:

First, the organization's modern personnel policy is logically derived from the organization's mission and strategic goals and is directed to the specific results of the organization's activities and development prospects.

Secondly, the ideas of personnel policy are formed and actively developed by the management of the organization (institutions, leaders, managers).

Thirdly, HR policy mainly includes senior and middle-level functional managers as well as professional HR service consciously and consistently.

Fourth, the professional personnel service plays a leading role in the implementation of personnel policy. He works as a consultant, a methodologist, an assistant to managers, a supervisor of personnel policy, a coordinator, and an initiator of its effectiveness and, if necessary, its changes.

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