

**THE IMPORTANCE OF KNOWLEDGE OF FOREIGN LANGUAGES IN THE
DEVELOPMENT OF HUMAN RESOURCES USING THE EXAMPLE OF UZBEKISTAN*****Burxonov Bekzod Saydazim o'g'li****Master of the Samarkand Institute of Economics and service of the 1st stage.*

Abstract: This article analyzes how knowledge of foreign languages plays an important role in human resource development. The role of knowledge of a foreign language in the formation of a competitive labor market in the context of globalization, active participation in international cooperation, and increasing personnel potential based on the requirements of the modern economy is highlighted. Based on the experience of the Republic of Uzbekistan and advanced foreign countries, the influence of knowledge of a foreign language on labor productivity, the level of employment, and socio-economic growth is analyzed. At the end of the article, proposals and recommendations for stimulating the study of foreign languages are given.

Keywords: Human resources, foreign language, labor market, qualifications, competitiveness, language policy, economic development, market economy, human capital, development, strategy, language certificate.

Annotatsiya: Ushbu maqolada xorijiy tillarni bilish inson resurslarini rivojlantirishda qanday muhim rol o'ynashi tahlil qilinadi. Globallashuv sharoitida raqobatbardosh mehnat bozorini shakllantirish, xalqaro hamkorlikda faol ishtirok etish va zamonaviy iqtisodiyot talablari asosida kadrlar salohiyatini oshirishda xorijiy til bilish bilimining o'rni alohida urg'u bilan yoritilgan. O'zbekiston Respublikasi hamda ilg'or xorijiy mamlakatlar tajribasi asosida xorijiy til bilimining mehnat unumdorligi, ishga joylashish darajasi va ijtimoiy-iqtisodiy o'sishga ta'siri asoslangan holda tahlil qilinadi. Maqola yakunida xorijiy tillarni o'rganishni rag'batlantirishga oid taklif va tavsiyalar berilgan.

Kalit so'zlar: Inson resurslari, xorijiy til, mehnat bozori, malaka, raqobatbardoshlik, til siyosati, iqtisodiy rivojlanish, bozor iqtisodiyoti, inson kapitali, taraqqiyot, strategiya, til sertifikat.

Аннотация: В этой статье анализируется, какую важную роль играет знание иностранных языков в развитии человеческих ресурсов. Особое внимание уделяется роли знания иностранного языка в формировании конкурентного рынка труда в условиях глобализации, активном участии в международном сотрудничестве и повышении кадрового потенциала на основе требований современной экономики. На основе опыта Республики Узбекистан и передовых зарубежных стран анализируется влияние знания иностранного языка на производительность труда, уровень занятости и социально-экономический рост. В конце статьи даны предложения и рекомендации по стимулированию изучения иностранных языков.

Ключевые слова: Человеческие ресурсы, иностранный язык, рынок труда, квалификация, конкурентоспособность, языковая политика, экономическое развитие, рыночная экономика, человеческий капитал, развитие, стратегия, языковой сертификат.

Introduction. Under the influence of globalization processes, knowledge of foreign languages plays an important role in ensuring competitiveness in the modern labor market, establishing international cooperation, and mastering modern technologies. In particular, in the development of human resources, that is, in improving the qualifications of personnel, adapting their knowledge and skills to modern requirements, the study of foreign languages is considered as a modern approach. The article analyzes, on a scientific basis, the role, significance, and results of knowledge of foreign languages in the development of human capital.

Research methodology: The following scientific methods were used in this study:

Systematic approach: the process of learning foreign languages was considered as a structural element in the formation of human resources;

Empirical analysis: the relationship between the level of foreign language proficiency and work capacity was determined based on national and international statistical data;

Comparative method: the influence of foreign language knowledge on economic efficiency was studied in such countries as Uzbekistan, South Korea, Germany, and Malaysia.

Additionally, the method of logical thinking was used in writing the article, and several real-life studies were cited as examples.

Analysis of the literature: H. Murodov, in his article "Human Capital and Factors of its Development," analyzes the importance of knowledge of foreign languages in the formation and development of human capital. It pays special attention to the goals of human capital development and the directions of managing the factors of its development in the development strategy of Uzbekistan¹.

G. Karimova, in her article "The Role of Knowledge of Foreign Languages in the Modern Labor Market," classifies the processes of training qualified personnel in the labor market through teaching foreign languages to young people. It also analyzes data on ensuring their employment through training in professions in demand in the domestic and foreign labor markets, as well as teaching them foreign languages².

Resolution of the President of the Republic of Uzbekistan No. PP-5117 "On Measures to Raise the Activities on Popularizing the Study of Foreign Languages to a Qualitatively New Level" is a solid legal basis for the development of teaching foreign languages as a priority area of educational policy³.

Results and analysis: The conducted analysis clearly shows that knowledge of foreign languages serves as an important factor in improving the quality of human resources. Primarily in the current era of globalization, language proficiency is a factor of competitiveness in the labor market. According to statistics, the probability of employment of employees who are fluent in a foreign language is higher than that of those who do not speak the language.

1.5-2 times higher. For example, in Uzbekistan, 70% of higher education graduates with a B2 or higher level of English proficiency had a stable job within a year of graduation. Relationship between labor productivity and qualification level Among employees working in international companies and transnational organizations, those who know a foreign language have high

¹ ojs.qmii.uz

² laboreconomics.uz

³ <https://lex.uz/en/docs/-5426736?ONDATE=06.02.2024>

results in such aspects as information analysis, participation in innovative projects, teamwork, flexibility, and initiative. This directly increases labor productivity and positively affects the competitiveness of the enterprise. The experience of countries that have integrated foreign languages into national educational policy (South Korea, Finland, Singapore) shows that in countries with a high level of language proficiency, the export of qualified labor has increased, participation in international innovation programs has become more active, and scientific and technological progress has accelerated. In Singapore, each student learns two foreign languages. This prepares them for the demands of the global market and directs them to high-level jobs. In the experience of Uzbekistan, language proficiency is also given attention at the level of state policy. Since 2020, as a result of reforms related to the study of foreign languages in the Republic of Uzbekistan, much attention has been paid to the study of foreign languages by many young people. Also, in our country, grants and employment opportunities have been expanded for young people who have received international certificates in English (IELTS, TOEFL), and in 2022-2024, the employment rate of young people who know English has increased by 25 percent. These results prove that knowledge of a foreign language serves the development of human capital at the state level.

Another main reason for the increased demand for learning foreign languages at the national level was the strict requirement for a language proficiency certificate for admission to the master's program of higher educational institutions.

Conclusion: Knowledge of foreign languages is an important factor in the formation of modern human resources and increasing their efficiency. The analysis presented in this article and international experience show that language knowledge forms the basis not only of individual success but also of competitiveness and economic development at the national level. As a result of the reforms being implemented in Uzbekistan to teach and encourage foreign languages, the level of youth employment is increasing, and the quality indicators of the workforce are improving. Further deepening of this process in the future, in particular:

- strengthening the teaching of foreign languages, starting from preschool and school education,
- creation of additional benefits for personnel who know the language,
- encouragement of obtaining international language certificates,
- through the widespread introduction of foreign experience, the formation of qualified human capital with modern knowledge and skills is ensured in our country.

Thus, knowledge of foreign languages is a priority strategic direction in the development of human resources, thanks to which a wide path to national development is opened.

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