INDUSTRY 4.0 AND THE ROLE OF HUMAN RESOURCE MANAGERS IN LABOR MARKET AND PRODUCTIVE EMPLOYMENT FIELD

Aburakhmonova G.K.[1], Kurbonov S.P.[2], Okmullaev R.R.[3]
Email: Aburakhmonova6110@scientifictext.ru

[1]Abdurakhmonova Gulnora Kalandarovna – Professor;
[2]Kurbonov Samandar Pulatovich – Senior Teacher;
[3]Okmullaev Ravshan Rakhimjonovich - PhD Research-Student,
DEPARTMENT OF QUALITY MANAGEMENT AND DIGITAL CONTROL
TASHKENT STATE ECONOMIC UNIVERSITY,
TASHKENT, REPUBLIC OF UZBEKISTAN

Abstract: *the world is changing day by day. New technologies are changing our lives, beliefs and values. There is a more general term, "Internet of things" or "Internet of everythings", which means the basis of reality, and we understand that even simple things can be connected to the existing Internet. "Industry 4.0" is the application of the "Internet of Things" factor in production. To see an example of this in the industry, imagine a piece of equipment that can pick up the software needed for the work process from the network itself, analyze its obsolescence, order parts quickly from the warehouse, and even learn independently to improve its performance.*
Keywords: *new technologies, Internet, Internet of things, Industry 4.0, human resource manager, productive employment field*

ИНДУСТРИЯ 4.0 И РОЛЬ МЕНЕДЖЕРОВ НА РЫНКЕ ТРУДА И ПРОИЗВОДСТВЕННОЙ ЗАНЯТОСТИ

Абдурахмонова Г.К.[1], Курбонов С.П.[2], Окмуллаев Р.Р.[3]

[1]Абдурахмонова Гульнора Каландаровна – профессор;
[2]Курбонов Самандар Пулатович - старший преподаватель;
[3]Окмуллаев Равшан Рахимжонович - ассистент,
Отдел менеджмента качества и цифрового контроля
Ташкентский государственный экономический университет,
г. Ташкент, Республика Узбекистан

Аннотация: *мир меняется день ото дня. Новые технологии меняют нашу жизнь, убеждения и ценности. Существует более общий термин «Интернет вещей» или «Интернет всего», который означает основу реальности, и мы понимаем, что даже простые вещи могут быть подключены к существующему интернету. «Индустрия 4.0» - это применение фактора «Интернета вещей» в производстве. Чтобы увидеть пример этого в отрасли, представьте себе часть оборудования, которая может забирать программное обеспечение, необходимое для рабочего процесса, из самой сети, анализировать его устаревание, быстро заказывать детали со склада и даже самостоятельно обучаться для повышения своей производительности.*
Ключевые слова: *новые технологии, интернет, Интернет вещей, Индустрия 4.0, рынок труда, сфера продуктивной занятости.*

UDC 338.24

The main feature of "Industry 4.0" is a different system to achieve a specific goal, while minimizing human interference in the work of all components of the production process interacting with people.

However, the era of machines that stole our jobs was also typical of the third industrial revolution. At that time, automated equipment was widespread. The Fourth Industrial Revolution, on the other hand, plans to use these machines to communicate with each other without human intervention. For example, the Siemens company employs more than a thousand people, and their main job is to monitor the work of machines and computers. Although experts predict that Industry 4.0 will reduce labor, our engineering and manufacturing division is finding that job vacancies are increasing.

Industry 4.0 covers a lot of new technologies including VR, AI and cloud technology, data science, software internet and others. One of the challenges that happens with modern technology is the new skills that are needed from employees to run the machines, code up new processes and the ability to fix new devices. Across the board, skills need to develop.

Fig. 1. The impact of Industry 4.0 in labor market

Due to the introduction of new technologies, employment in these areas around the world is growing every year:

By 2020, by using big data, the number of jobs in mathematics and computer engineering will increase by 4.59% per year, in management - by 1.39%, in the financial sector - by 1.34% and in trade - by 1.25 % increases. Such big data will reduce the number of jobs for office workers by 6.06% per year, while the Internet will lead to an increase in employment in computer work by 4.54% per year and design and engineering professionals by 3.54%. However, this factor reduces the employment of maintenance, repair and installation specialists by 8% per year, and office workers by 6.2%. Employment in industry is affected by new production technologies and 3D printing (the number of jobs is reduced by 3.60% per year) and the development of robotics and automatic transport (a decrease of 0.83%).

According to scientists, 34% say that mobile Internet and cloud technologies will have the biggest impact on the labor market by 2020, 26% prefer that the most important factor of big data technologies, 14% - hardware internet, 9% - robotics development and 6% - production automation.

Thus, the industry 4.0 information society expands the employment space and sometimes makes its boundaries “transparent”. The classic model, based on full employment, is obsolete, as is the lifelong employment of a single employer.

In order to diagnose faults and identify sources of machine repair, high-risk operators must mean an increase in productivity. These changes means that every employee should learn new future-demand skills, prepare themselves

Speaking about productive employment, it must be borne in mind that this category is a multifaceted phenomenon, and is defined as:

1. Employment in social production. It is characterized by the number of employed people from the economically active population, determined in accordance with the ILO employment accounting methodology;

2. Such a state of society when not any work is considered socially acceptable. But only one that meets two important requirements:

- employment should bring the working people an income that ensures a decent living conditions for a person.

- productive employment is opposed to formal employment. A special case of the latter - the maintenance of surplus workers or the creation of formal jobs in order to avoid unemployment - the policy of the state should help to ensure that the work of each person is economically expedient, as productive as possible for society;

3. Employment that meets the interests of increasing production efficiency, introducing the achievements of scientific and technological progress, and increasing labor productivity. It is the employment of those whose product of labor is accepted and paid for by society.

Based on this, the most important points, both for theoretical analysis and for practical activity, become the need to understand the following categories:

1. Informal employment - creating certain material goods and services - can be considered productive employment, or not? If informal employment creates material goods and services (and it does), it should be considered productive. But how to take it into account if it is informal?

2. What kind of employment is considered to be virtual employment, moreover, if the employer is located in another country, and the employed person is practically unaccountable?

3. The transition to an industrial-agrarian type of production (based on innovative development - new technologies, automation, robotization, etc.) presupposes an increase in labor productivity. But new technologies, automation, robotization, etc. involves the mandatory release of workers.

References / Список литературы

1. *Adilova Z.D., Khanturaev B.A.* Development of higher education systems on the basis of digitization and clustering // Academy. № 8(59), 2020. C. 42.
2. *Navruz-zoda B.N., Khurramov O.K.* The role of information technologies in digital tourism // International scientific review of the problems of economics, finance and management, 2020. C. 22-36.
3. *Madiyarov G.A., Mamajanov, J.* Types of advertising in sphere of services // Academy, 2020. № 4 (55).
4. *Khasanova G.D.* The role of the state in the formulation of innovation strategy in industrial enterprises // Academy, 2020. № 4 (55).
5. *Khurramov O.K.* Prospects of digital tourism development // Economics, 2020. № 1 (44).
6. *Tairova M.M., Giyazova N.B., Dustova A.K.* Goal and objectives of integrated marketing communications // Economics, 2020. № 2. C. 5-7.
7. *Narzieva D.M., Narziev M.M.* The important role of investments at the macroand microlevels // Economics, 2020. № 2. C. 8-10.