

GAINING EXPERIENCE IN CONDUCTING HUMAN RESOURCES

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Abstract

In the article giving Experience is one of the most important factors for achieving success in education, career, and personal life. Experience allows people to improve their practical knowledge, communication skills, and self-confidence. Commonly known as HR, is one of the most important departments in any organization. The HR department is responsible for managing employees, improving workplace relationships, and supporting the overall success of the company.

Key words: experience, communication, skills, HR, students, learners, training, work.

Annotatsiya

Ushbu maqolda tajriba ta’lim, martaba va shaxsiy hayotda muvaffaqiyatga erishishning eng muhim omillaridan biridir. Tajriba odamlarga amaliy bilimlarini, muloqot ko’nikmalarini va o’ziga bo’lgan ishonchini oshirishga imkon beradi. Odatda inson resurslari deb nomlanuvchi bo’lim har qanday tashkilotdagi eng muhim bo’limlardan biridir. IR bo’limi xodimlarni boshqarish, ish joyidagi munosabatlarni yaxshilash va kompaniyaning umumiy muvaffaqiyatini qo’llab-quvvatlash uchun javobgardir.

Kalit so’zlar: tajriba, muloqot, ko’nikmalar, IR, talabalar, tinglovchilar trening, ish.

Аннотация

В статье отмечается, что опыт является одним из важнейших факторов достижения успеха в образовании, карьере и личной жизни. Опыт позволяет людям улучшать свои практические знания, коммуникативные навыки и уверенность в себе. Отдел кадров, широко известный как отдел кадров, является одним из важнейших подразделений в любой организации. Отдел кадров отвечает за управление сотрудниками, улучшение взаимоотношений на рабочем месте и поддержку общего успеха компании.

Ключевые слова: опыт, общение, навыки, ОК, студенты, обучающиеся, обучение, работа.

Introduction. Gaining experience is one of the most important factors in achieving success in education, career, and personal life. Experience allows people to improve their practical knowledge, communication skills, and self-confidence. While theoretical knowledge is important, experience helps individuals apply what they have learned in real situations. Today, employers and organizations highly value people who already have experience because they are more prepared to solve problems and adapt to challenges.

Research methodology. One of the best ways to gain experience is through education and practical activities. Students learn many subjects at school and university, but practical tasks help them understand how to use that information effectively. For example, students who participate in projects, presentations, and teamwork activities improve their leadership and communication abilities. Learning also teaches responsibility and discipline. Internships are another excellent opportunity for gaining experience. Many companies offer internships to

students and young professionals. During internships, people work in real business environments and learn how organizations function. They observe managers, communicate with coworkers, and complete tasks under supervision. This experience helps them understand workplace culture and professional behavior.

In many cases, internships also help students discover which career path is most suitable for them. Part-time jobs are also valuable for gaining experience. Young people who work while studying often become more independent and responsible. For example, working in a restaurant, store, or office teaches customer service, teamwork, and time management skills. Even simple jobs can provide important lessons about patience, hard work, and communication. Employers usually appreciate candidates who already know how to work with people and manage responsibilities. Volunteer work is another important source of experience. Many organizations and communities need volunteers to help with social activities, charity programs, and educational projects.

Main part. Volunteers learn how to cooperate with different people and solve problems in difficult situations. In addition, volunteering develops empathy and social awareness. People who volunteer often feel more confident because they know they are helping others. Technology has also created new ways to gain experience. Today, people can take online courses, join webinars, and participate in remote work opportunities. The internet allows students to learn from international experts and improve professional skills from home. Social media and professional websites also help people build networks and share their achievements with employers. Another important aspect of experience is learning from mistakes. Nobody becomes successful without facing challenges and failures. Mistakes teach valuable lessons and help people improve their future performance.

For example, a student who performs poorly during a presentation may learn how to prepare better and communicate more effectively next time. Therefore, failure should not be seen as something negative but as an opportunity for growth. Experience also improves confidence. When people repeat tasks and overcome difficulties, they become more comfortable and capable. For example, public speaking can be difficult at first, but regular practice helps people become more confident speakers. Confidence is important because it encourages people to accept new opportunities and challenges. In professional life, experienced employees are often more productive and efficient. They know how to solve problems quickly and work effectively under pressure. Experienced workers also understand the importance of teamwork and communication. As a result, companies prefer hiring candidates with practical experience because they require less training.

Results and Discussion. Human resources, commonly known as HR, is one of the most important departments in any organization. The HR department is responsible for managing employees, improving workplace relationships, and supporting the overall success of the company. Human resources professionals work to ensure that employees are motivated, productive, and satisfied with their work environment. One of the primary responsibilities of human resources is recruitment and selection. Companies need qualified and talented employees to achieve their goals. HR specialists advertise job openings, review applications, organize interviews, and choose the best candidates for positions. Recruitment requires careful planning

because hiring the wrong employee can negatively affect the organization. Therefore, HR professionals evaluate candidates based on education, skills, experience, and personality.

Training and development are also important functions of human resources. After employees are hired, they need training to understand company policies and improve their professional skills. HR departments organize workshops, seminars, and training programs that help workers perform their duties effectively. Continuous learning is very important because technology and business methods change rapidly in the modern world. Employee motivation is another major responsibility of HR departments. Motivated employees usually work harder and contribute more to organizational success. HR managers develop strategies to improve motivation, such as offering bonuses, rewards, promotions, and recognition programs. Positive feedback and appreciation help employees feel valued and respected.

Human resources departments also play a key role in maintaining workplace discipline and solving conflicts. In every organization, disagreements and misunderstandings can happen between employees or managers. HR professionals listen to complaints, investigate problems, and find fair solutions. Good conflict management creates a peaceful and productive work environment.

Another important task of human resources is performance evaluation. Companies need to measure employee performance to understand strengths and weaknesses. HR managers conduct performance reviews and provide feedback to employees. Constructive feedback helps workers improve their skills and achieve professional growth.

In addition, human resources departments manage salaries, benefits, and workplace policies. Employees expect fair payment and safe working conditions. HR professionals ensure that organizations follow labor laws and protect employee rights. They also manage vacation schedules, insurance programs, and retirement plans. Technology has greatly influenced human resources management in recent years. Many companies now use digital systems to manage employee information, recruitment, and communication. Online interviews, electronic documents, and remote work opportunities have become common. HR professionals must adapt to these technological changes to remain effective. Diversity and inclusion are also important topics in modern human resources management. Organizations today employ people from different cultural, educational, and social backgrounds. HR departments work to create equal opportunities and respectful relationships among employees. Diversity can improve creativity and innovation because people with different perspectives contribute new ideas.

Leadership development is another area where human resources contribute significantly. HR departments identify talented employees and prepare them for future leadership roles. Leadership programs help workers improve decision-making, communication, and management skills. Strong leaders are necessary for organizational growth and success. Human resources are not only important for businesses but also for educational institutions, hospitals, government organizations, and international companies. Every organization needs effective employee management to achieve long-term success. Without HR departments, organizations may face communication problems, low motivation, and poor productivity.

Conclusion. gaining experience is essential for personal and professional development. Experience improves practical skills, communication abilities, confidence, and problem-solving

capacity. People can gain experience through internships, part-time jobs, volunteer work, education, and daily life activities. Every challenge and opportunity provides a valuable lesson that helps individuals grow and become more successful in the future, and human resources is an essential part of every successful organization. HR departments manage recruitment, training, motivation, conflict resolution, and employee development. They help create positive workplace environments where employees can perform effectively and achieve their potential. Modern organizations recognize that employees are valuable assets, and human resources professionals play a key role in supporting both employees and organizational success.

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