The Relationship Between The Evolutionary Dynamics Of The State Political System And Personnel Policy

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Abstract

This article analyzes the way in which any group of forces seeking to maintain its hegemony in state personnel policy builds a state regime by improving the previous one or creating a new regulatory and legal framework. It is studied that the regulatory framework of personnel policy is formed by state authorities, and that in Uzbekistan the Agency for the Development of the Civil Service, the Academy of Public Administration and other large scientific institutions are involved in this work.

Keywords: Personnel, politics, state, personnel policy, ideology, idea, psychology, regime, justice.

1. Introduction

Every political system and its personnel policies influence each other to some extent and thus evolve[1].

Whether we look back at history or even in our own time, certain parties or classes that have taken a leading role in the political systems of various countries have been the main force.

Francoist Spain can be cited as an example of the preservation of group hegemony in personnel policy and management. Here, a peaceful transition from a totalitarian to a liberal regime took place. Here, it can be seen that the crisis of Francoist group hegemony was resolved through a series of agreements with the left opposition, which claimed the civil service[2]. As a result of these agreements and compromises, the left was accepted into the bloc of forces, where the Francoists became "democrats" and retained their positions. On the other hand, the left was able to "persuade" the masses to be patient and to abandon their social demands, while the right was unable to do so.

2. Method

As is known, the core of the state regime, formed by the ruling groups or power blocs, is the state. The state implements personnel policy through the regime, and this, naturally, not only transfers its characteristics to personnel policy, but also develops mechanisms for its implementation in accordance with it. The mechanism determines the relationships between the subjects and objects of personnel policy, ensures its functions, implements the goals, principles and priorities of personnel work.

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Also, among the main political organizations, political parties play an important role. A party, as a rule, arose as an active and organizational part of a particular class or stratum, representing and defending the interests and concerns of the people. However, by the middle of the 20th century, with the establishment of parliamentary activity as the main form of political struggle, "popular" parties began to replace the parties that expressed class. The term "popular" should not be understood in a strict sense, since no party can fully satisfy the interests of everyone. However, each party tries to take into account in its program not only the interests of a particular class or stratum, but also the interests of a whole large part of social forces. For example, social democratic parties direct their activities to regulating the economy, achieving the values of social justice, solidarity, and protecting the working class. Naturally, workers, part of the petty and middle bourgeoisie, pensioners, and the unemployed are also interested in such a policy.

Also, the following levels of ensuring the personnel policy of the state regime can be mentioned: 1. Normative and legal. 2. Control and organization. 3. Scientific and methodological. 4. Ideological[3].

Any group of forces seeking to maintain its hegemony in state personnel policy begins to build a state regime by improving the previous one or creating a new regulatory and legal framework. The regulatory framework of personnel policy is formed by state authorities. Also, in modern Uzbekistan, the Agency for the Development of the Civil Service, the Academy of Public Administration and other such large scientific institutions are involved in this work.

3. Results And Discussion

The level of control and organization of personnel policy implementation is closely related to the specific nature of the state regime: if a political power group (for example, a military and bureaucratic bloc) prefers the principles of appointment, hierarchy, individual rule, bureaucratic centralization, and co-optation, the regime and its state personnel policy will maintain the hegemony of this group in state institutions due to its autocracy.

According to the dictionary of scientific terms, autocracy is a form of government in which one person has unlimited and uncontrolled sovereignty. However, according to another definition, autocracy (Gr. autos - self and kratos - power) is a system of government in which one person has unlimited supreme power[4]. For example, in modern Japan, the state regime uses classical methods of autocracy in personnel policy through a vertical system of executive power: ministry (sho) - department - (kyoku) - sector. A similar system is similar to what has been built in modern Uzbekistan since the 2000s: ministry - service - agency.

American technologies such as CASE allow us to reveal the logic of the personnel process, where everyday consciousness sees only unrelated events. Through the IDEFIH methodology, in general, a deep analysis of management relationships, including informal (patron-client) relationships, is carried out in order to improve personnel policy. This approach allows us to detail any analysis to such an extent that all infinitely complex types of "many-to-many" relationships characterizing the relationship between several subjects (for example, "state", "state regime" and "personnel policy") are revealed, and their place is taken by a set of corresponding simple relationships[5]. Scientific centers develop all kinds of research for working with personnel and employees. They develop various professional profiles.

Statistics on the civil service are formed on the basis of specific indicators (demographic, social, economic, etc.), as well as a database on personnel is created and a register of civil servants is maintained. In Uzbekistan, there has long been a need to create a database on personnel, which can be accessed with the personal permission of the personnel officer. This will significantly reduce bureaucracy and red tape and reduce the need to search for lost and outdated information for a long time. At the same time, personnel monitoring has also been improved, and the provision of annual, semi-annual and quarterly reports on the personnel activities of civil servants should be approved at the legislative level, subject to the necessary confidentiality limits.

In the past century, the subjects of personnel policy have shown that through ideological means, they spread such values as knowledge and personal abilities, heroic work and decent behavior in the team, the opportunity to improve their position by acquiring culture, knowledge and profession, as well as having respect and honor in their working environment.

There was even a whole layer of educated and creative individuals who did not strive for material well-being and status - it was they who fell into a disastrous situation in the 90s. Among them - embezzlement, personal

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enrichment, careerism, deceit, demagogy, eye-rolling and other morally low cadres adapted to the new conditions. The strict dogmas of official ideology can contribute to the decline in the moral image of state cadres. A complete ideological vacuum also leads to the moral degradation of civil servants[6].

The development of a code of ethics for civil servants in Uzbekistan, the assessment of their activities by spiritual criteria, will also help in the future to create a comprehensive concept of national state personnel policy, to further improve the ideological aspects of working with personnel. The state regime goes through certain stages in its development: formation, dynamic point, stable state or stable period and crisis.

According to the laws of dialectics, the negation of the negation, the transition of quantity to quality, the unity and struggle of opposites, allow us to understand the cyclical nature of society as a progressive form of development. The chain of changes in the political system and personnel policy relations will never be smooth and stable, but will be of a constantly changing nature.

Previously, it was difficult to analyze the relationship between state personnel policy and the political system. Because all such data had a limited time. Now there are several concepts that explain the economic cycle. For example, among behavioralists, a psychological theory is widespread, which explains the cycle as a result of pessimistic and optimistic mood waves spreading among the population (Pigu, Bedjot)[7].

History shows that corruption and authoritarianism are usually cited as reasons for the collapse of political systems. Such factors tend to replace qualitative indicators in the state's personnel policy with quantitative ones, which, as a result, leads to many contradictions. The opposition, if it exists, can take advantage of this and take away the hegemony in personnel policy from the ruling group and create a new bloc of forces.

The state regime as a subject of personnel policy supports all levels of this activity and tries to regulate the objects of personnel relations - the level of personnel processes that existed before the regime itself appeared. Three main levels can be defined in this: selection, recruitment and rotation.

The next level is recruitment (from German recruit - recruitment), which primarily allows for the politicization of a person based on the formation of a personnel reserve, selection for public service and hiring. At this level of implementation of personnel policy, various technologies can be used. In developed countries, a "two-lane" system is taken into account when recruiting an employee.

But to get a prestigious job here, it is not enough to be an educated specialist - you need the patronage of an influential person or literally "win" a vacant position, hire yourself to the owner (in fact, "sell yourself at a high price"), bypassing all kinds of competitors. Or it can be simpler - buy a position or add authorized capital, so wealthy citizens have more opportunities to find a high-paying job. The liberal policy that exists in the United States is carried out by the Democratic Party, and the conservative policy is carried out by the Republican Party, relying on the raw materials industry, militarization.

Rotation (from Latin rotation - a cyclical movement) is a level of personnel processes that implies a specific principle of personnel turnover in state bodies. However, rotation is not a simple mechanical movement in the system of selected and hired personnel.

Each state authority organizes its own personnel policy based on the political regime it has established. In this process - with the increasing democratization of state and social life, the connection of personnel policy with the state is decreasing. Uzbekistan's reforms in this regard can also be highly appreciated. Because the state's personnel policy is becoming more and more liberal, the influence of "pressures" and "forces" that interfere with it is disappearing. For example, the state is trying to retain only the organizational part of the personnel policy. "We all understand very well that in order to fulfill the large-scale tasks facing us, we need to carry out a number of works to improve the entire system of working with personnel.

Electiveness implies democratic principles such as responsibility of personnel policy and the right to recall officials. Therefore, rotation can be divided into two types: parliamentary rotation and agreed rotation. An example of parliamentary rotation is the influence of foreign parliaments on the personnel system. Indeed, in parliaments, externally competing political parties only protect the interests of their masters - clans of large or medium-sized business groups - and fight against their rivals.

In the political systems of some developed countries, influence on personnel policy can be observed in rare cases. Because personnel policy has a solid legal basis, and it does not matter which party comes to power. However, an important point that ensures this balance is that the parliament ensures an agreement between the strong parties in this regard. Thus, capital or power is not the most important basis in personnel policy, but the established democratic criteria and principles are followed when selecting or appointing a person to a responsible state position. However, in such cases, due to the bureaucratization of the personnel system, the phenomenon of gerontocracy arises (from the Greek. geron - generation, gerontos - old man and kratos - power) - the predominance of representatives of the older generation in power structures works to the detriment of representatives of the younger generation.

A similar phenomenon was mentioned by the ancient Greek historian Herodotus in the example of the elders of ancient Sparta, and from this it can be understood that bureaucracy can be formed both on the basis of capitalism and on the basis of slavery. Another similar phenomenon is the bureaucratization of the executive apparatus in ministries (French: Ministerialisme), in which the main role is played by appointed ministers, not politically elected officials[8].

The famous Spanish philosopher José Ortega y Gasset describes this period as follows: "The essential character of the present industrial era, which began in Great Britain in the 18th century, is the widespread use of engineering forms of labor organization, that is, the standardization and development of every detail of work. The late 19th and early 20th centuries created the engineer-like thinking, the engineer-like organization of life, and the technical consciousness, the technical form of man. This, in turn, led to the widespread use of the design and coordination of all activities and labor, even worldviews"[9].

Eliminating these situations in society is "directly related to the democratization of their activities, from self-governing bodies to state bodies, and the full implementation of the principles of justice in personnel policy, and especially in the activities of managerial personnel," and this principle remains the most important criterion in state personnel policy[10].

There are few books or dissertations devoted to the democratic type of political system in Uzbek scientific literature. There are no scientific sources or dissertations on the formation and development of the political system of society, except for the scientific treatises of political scientists R. Zhumaev, M. Kirgizboev, I. Ergashev, S. Otamurodov, A. Qodirov, D. Razzakov, F. Musaev, T. Alimardonov.

In the social space that emerged after the 1990s, each of the young independent states, based on its historical experience and world practice, began to build a democratic political system. Along with the positive results of this, national-ethnic conflicts, terrorism, corruption and other negative phenomena also emerged as a consequence of the "wave" of democracy. In the society of the Russian Federation, which was the economic and military heir of the former Soviet state, at that time there were attempts to eliminate such negative phenomena, scientific ideas were expressed about the need to manage the processes of democratization from a political point of view, and at the same time, the need for a national idea began to be felt more and more clearly.

The first President of Uzbekistan, I. Karimov, emphasizes that the political order based on strictness prevented a number of disasters that could have befallen our people, and justified itself in those situations. If the tragedies of Fergana, Buka, Syrdarya, and Osh had not been strictly controlled by the state, the Central Asian region would have been plunged into a whirlpool of terrible events similar to the massacres that took place in the Balkan Peninsula or in other parts of the world. In particular, the strict suppression of the terrorist acts that occurred in the Andijan region on May 12-13, 2005 by the political order did not please some Western countries, which concluded that democracy, human rights, and freedoms were allegedly violated in Uzbekistan, and innocent people were killed. However, the open trials of the captured terrorists held in the Supreme Court of the Republic from September to October 2005, which were also attended by foreign journalists, proved that the firm decisions taken by the political regime to preserve the constitutional system and order of the state were appropriate and fair[11].

It should be noted that the most important issues relevant to the implementation of personnel policy in the Republic of Uzbekistan include:

firstly, legal regulation of all aspects of the personnel policy system and development of legal mechanisms;

secondly, determining the optimal volume of the

personnel reserve on the basis of administrative reforms and developing a system of stimulating and guaranteeing their activities;

thirdly, improving the system of training and retraining of personnel in accordance with modern requirements.

Summing up, based on the requirements of the present time, any personnel system should carry out the following types of activities:

-information analysis, planning and forecasting work;

-management work: leadership, organizational activity, coordination, control work;

-innovative, expert work;

-activity related to self-improvement, improving knowledge and skills, developing skills.

4. Conclusion

In our opinion, discipline plays a special role, especially in the basis of personnel policy. In the management of developed countries of the world, including Japan, Germany, South Korea and Singapore, the issue of discipline is one of the important strategic mechanisms of personnel policy. At the same time, one of the most important requirements for any professional personnel today is critical analysis. By critical analysis, it is important that each professional personnel is able to evaluate their activities, the quality and efficiency of their work, be able to critically assess themselves and others, be able to correctly analyze the situation, make the most appropriate and correct decisions, create a mechanism for their implementation and achieve specific goals through their implementation.

In this regard, serious changes are currently being introduced in our country to establish crime prevention, improve the legal culture of the population, and establish in the minds of citizens the vital principle of "Law is paramount, crime is punishable." At the same time, the central apparatus of the Ministry of Internal Affairs has been further optimized, and the departments of Rapid Investigation, Public Security, Security at Transport and Tourism Facilities, Execution of Punishment, as well as Spiritual and Educational Affairs and Personnel Provision have been established on the basis of its structures, which makes it possible to establish effective activities from the lowest level of the system to the republican level. On the basis of this activity, the wide

introduction of advanced practices and work methods, innovative digital technologies into the sector, the identification of necessary measures to increase the intellectual and professional potential, spiritual and educational level, physical and mental training of employees, and the recognition of their hard and selfless work are becoming important issues of our time.

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