



ISSUES OF IMPLEMENTING ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE MANAGEMENT IN UZBEKISTAN

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Abstract

The article titled "The Issues of Implementing Artificial Intelligence in Human Resource Management in Uzbekistan" examines the current state and prospects of utilizing artificial intelligence (AI) in the management of human resources in Uzbekistan. The article discusses the key challenges and opportunities for integrating AI into HR processes, focusing on its potential to enhance decision-making, streamline recruitment, and optimize workforce management. The study also highlights the importance of developing a regulatory framework and the need for training and upskilling HR professionals to adapt to emerging technologies. Additionally, the article provides an analysis of global best practices and how they can be applied within the context of Uzbekistan's evolving economy. The findings emphasize that AI can play a significant role in improving the efficiency and effectiveness of human resource management, contributing to the overall development of the country's workforce in the context of digital transformation.

Keywords. Artificial intelligence, human resource management, HR management, innovative technologies, digital transformation, workforce management, personnel policy, automation, data analytics, technological development, personnel management.

Introduction

In contemporary states and societies, the digital technologies sector is becoming a crucial component of the government's efforts to improve the population's standard of living and implement new economic reforms. One of the key factors



for development in a globalized world is technological progress. As a result, not only European countries but also the leadership of Uzbekistan is placing significant focus on this sector. In recent years, to accelerate the digitalization of the economy, a series of regulatory and legal documents have been adopted in Uzbekistan aimed at deeply transforming the economy, industry, and society through digital technologies.

In particular, issues related to this sector have been prominently addressed in reforms such as the "Digital Uzbekistan – 2030" strategy, the "Five Priority Areas of the Republic of Uzbekistan's Development for 2017-2021," and the "New Strategy for the Development of Uzbekistan for 2022-2026." The development of a digital economy in our country is paving the way for the emergence of new technologies, akin to cutting-edge innovations, across all government sectors. Notably, in today's information space, artificial intelligence (AI), a technological factor that has brought novelty to our social and economic life, is rapidly integrating into all sectors of the economy and industry. Its use in daily life is increasing, and the "Digital Uzbekistan — 2030" strategy adopted by the government is contributing to its widespread adoption across the country. In this context, in 2020, a draft decree on the "Strategy for the Development of Artificial Intelligence in the Republic of Uzbekistan in 2021-2022" was submitted for discussion on the portal for regulatory legal acts. The decree was officially adopted on February 17, 2021.

According to the decree, it is envisaged to create a regularly updated, systematized online database in the state language for the population, particularly for the youth, to acquire knowledge and skills in the field of artificial intelligence. The database will include:

- the key concepts of artificial intelligence;
- the areas of application of artificial intelligence;
- new and interesting updates on artificial intelligence;
- free short online training courses in the state language;
- promotion of the artificial intelligence strategy;
- the formation of an online platform for the exchange of innovative ideas;
- the creation of an organic cooperation platform for representatives from science and business in the field of artificial intelligence.



As part of recent reforms in this sector, the Republic of Uzbekistan has established the "Research Institute for the Development of Digital Technologies and Artificial Intelligence" under the Ministry of Higher Education, Science and Innovation, and the Ministry of Digital Technologies. The institute's priority tasks include:

- the introduction of artificial intelligence technologies in the sectors of the economy, social sphere, and public administration;

- the development of innovative products, models, algorithms, and software for automating management and production processes based on artificial intelligence technologies;

- conducting fundamental and applied scientific research in the field of artificial intelligence and shaping a scientific ecosystem for the development of digital technologies;

- fostering cooperation with leading foreign innovative and scientific institutions to promote the development of artificial intelligence technologies and implement joint projects.

Global experience reveals that in recent times, artificial intelligence (AI) is increasingly integrating into all sectors of the economy and industry, resulting in changes to the operational methods of businesses and organizations. Human resource management is no exception to this transformation. AI is a modern technology capable of performing logical and creative functions, programmed to accomplish specific tasks or assignments by processing and generalizing all available data. Recently, this term has also been applied to any technology that requires human intellect, such as learning and problem-solving.

The ideal characteristic of artificial intelligence is its ability to evaluate and implement the most optimal actions to achieve a specific goal. In today's technological age, AI is offering the most efficient and rapid solutions to address the world's most critical problems. Its scope of application is vast, covering fields such as agriculture, medicine, education, military industry, culture, and energy. It is particularly noteworthy that AI is capable of providing modern-level services across these diverse sectors. As a result, with the growth of engineering and computing capabilities, AI is expected to exert a significant global impact in the future.



According to researchers, over the next 15-20 years, AI technologies will have a greater impact on society than any other achievable accomplishments and will bring about revolutionary changes on a global scale. In the future, two major segments of its impact will characterize society: first, people will be able to take advantage of limitless additional benefits due to artificial intelligence. Secondly, AI technologies will have a significant impact on companies and employment. As a result, interconnected companies and groups making decisions based on big data will emerge, leading to increased global competition among them. In this context, AI's influence will also become evident in the field of recruiting and human resource management, where its impact on job placement and the recruitment process will grow. AI is creating unconventional methods for selecting new personnel, simplifying systems, and most importantly, reducing the human factor in human resource management.

According to information published by The Guardian, recruiting companies that work in sync with artificial intelligence have provided employment for 5-8 million people worldwide in the past year alone. Taking into account international standards and foreign experience in organizing and developing recruitment activities, the Ministry of Employment and Labor Relations of Uzbekistan has developed a draft law on this matter. This, in turn, aligns with the words of Uzbekistan's President Shavkat Mirziyoyev in his address to the Oliy Majlis on December 29, 2020, where he highlighted, "One of the effective tools in the fight against corruption is the introduction of an open system for selecting and hiring personnel. This system replaces old methods and introduces a transparent and open selection process that evaluates candidates' intellectual abilities and moral virtues."

In this regard, the process of selecting and hiring personnel, managing them, and effectively utilizing their intellectual potential has become a pressing issue, especially when considering the high-tech (hi-tech) technologies used by the world's top companies. It is now crucial to study these technologies and adapt them for the development of the national economy. As artificial intelligence continues to develop, its role in human resource management (HR) will expand over time, creating a future where AI-driven and human-based strategies can work side by side.



Conclusions

Today, the implementation of digital technologies, including artificial intelligence, is bringing significant changes to the economies and societies of countries. The strategies of the Uzbek government to develop the digital economy and artificial intelligence, particularly the "Digital Uzbekistan – 2030" program, are aimed at bringing about a technological revolution in the country. As a result of this process, the application of new technologies across all sectors of the economy, especially in human resource management, is creating opportunities to increase efficiency and automate management systems.

The growing role of artificial intelligence helps to introduce innovative approaches in the recruitment and placement of personnel. This, in turn, enables reducing errors in human resource management, improving workforce efficiency, and enhancing global competitiveness. For Uzbekistan, this process serves to ensure socio-economic stability, accelerate the country's digital transformation, and improve its international competitiveness. In the future, the impact of artificial intelligence will continue to grow, helping to further develop the sector and create new opportunities on a global scale.

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