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THE ROLE OF INTELLECTUAL CAPITAL IN THE INNOVATIVE DEVELOPMENT OF THE REPUBLIC OF UZBEKISTAN

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ABSTRACT

The article reveals the essence of the intellectual capital of the Republic of Uzbekistan. The role of intellectual capital in innovation and development is also analyzed.

KEYWORDS: *Intellectual Capital, Innovative Development, Innovation, Economy, Market Relations, Society and State.*

INTRODUCTION

Uzbekistan's transition to the foundations of market relations was associated with the need to overcome significant disproportions in the development of the economy inherited from the former administrative-command system. The task was largely complicated by the need to establish statehood, to form fundamentally new legislative and legal foundations for the republic, both in the development of social relations and in the formation of a new economic mechanism. Naturally, this could not affect the processes of formation and use of intellectual capital. Under these conditions, the task of formulating general principles, both in theoretical and practical aspects, seems to be quite difficult if we imagine the innovation space, innovation environment and intellectual capital as a closed isolated system.

However, this innovative complex is only a part of the general economic organism of the country, and therefore its development cannot be considered outside the framework of reforming the economy of the state as a whole. In this aspect, the most general principles that determine the development processes in the system of innovative cooperation between education, science and production are fully adequate to the general principles of reforming the economy of the state as a whole. It should be noted that the intellectual (creative) activity of people is the basis for the effective functioning of both individual enterprises and industries, and the national economy as a whole. Knowledge, experience and qualifications of a person as their carrier are recognized as the basis of social development. In developed countries, the share of intellectual capital dominates, accounting for 70-80% of national wealth, and many times exceeds this figure in developing countries.

The state is required to create a management system and develop a strategy for the use of intellectual capital in the system of close cooperation between education, science and production, that is, a set of organizational, legislative , structural and functional components that ensure the growth of intellectual capital.

Great importance in this matter is given to the modernization of production (Fig. 1). The priority of these issues in the state economic policy is also evidenced by the adoption by the Government in recent years of regulations and programs for the modernization and technical re-equipment of enterprises in all leading sectors of the economy. The process of analyzing and evaluating the effectiveness of the use of intellectual capital provides for the assessment of the parameters of achievements in three dimensions:

- Assessment of the final results;

- Assessment of the efficiency of using personal intellectual capital and increasing intellectual capital in general;

- Assessment of the effectiveness of the use of intellectual capital in the system of innovative cooperation between education, science and production.

But this is how any potential is defined, and the inclusion of a wide range of private potentials, including natural, industrial, labor and other resources, essentially eliminates the differences between innovative and economic potential, mixing these concepts.

And if we proceed from the fact that the basis of building up innovative capital, as the growth of the entire economy, is deep qualitative transformations, the liberalization of economic relations, a consistent transition from a centrally distributed, administrative-command system to a market one, then the general principles of the strategy for the formation and development of intellectual capital, as well as the entire economy as a whole is

This document was developed in 2021 under the leadership of the President of the Republic of Uzbekistan Shavkat Mirziyoyev and was adopted in order to radically increase the effectiveness of ongoing reforms, create conditions for ensuring a comprehensive and accelerated innovative development of the state and society, implement priority areas for modernizing the country and liberalizing all spheres of life, as well as increasing the competitiveness of the national economy by deepening structural reforms, modernizing and diversifying its leading industries. Also, such an important and system-forming document for the further innovative development of the state and economy as the Decree of the President of the Republic of Uzbekistan "On the formation of the Ministry of Innovative Development of the Republic of Uzbekistan" was adopted, which, in particular, states that : "... achieving the goals set is impossible without a full transition of Uzbekistan on an innovative development model, which necessitates the creation in the country of an effective system of state support for innovation and stimulation of the practical implementation of innovative ideas, developments and technologies in public administration,

priority sectors of the economy and the social sphere"[2]. Also, in his Epistle to Olius Majlis, the President noted: "Today we are moving to the path of innovative development aimed at fundamentally improving all spheres of life of the state and society… Innovation means the future. If we start building our great future today, we must do it primarily on the basis of innovative ideas, an innovative approach."

One of the key strategic tasks that need to be addressed for the country's innovative development includes mechanisms for identifying talented young people at all stages of education, starting from the earliest, a through system for training and advanced training of students, trainee researchers, and effective mechanisms for transferring scientific knowledge. The solution of this problem involves the creation of favorable conditions and incentives for talented young people who are inclined to research work to enter science. It is necessary to support both surviving and emerging new scientific schools that unite researchers of different generations, further integration of academic and university science. The time has come to create a unified university-academic complex in the field of fundamental and exploratory applied research, characterized by high internal mobility between scientific educational organizations, and a wide practice of combining teaching and research activities. This will require the development and implementation of new learning models based on the best world practices, including the creation of PhD programs; involvement of leading foreign scientists in the training of young scientists at research institutes and universities, including their involvement in the management of such programs, as well as involvement of leading foreign universities as partners in the implementation of such programs (for example, within the framework of TEMPUS programs) . At the stage of higher specialized education, the quality of research training should be improved by expanding the number of scientific and educational laboratories and scientific and educational centers, special university programs to attract students and graduate students to practical scientific and innovative activities.

The main tasks of strengthening the intellectual potential should also be: preservation and strengthening of scientific and technical potential; additional efforts to train highly qualified workers capable of producing knowledge, including an increase in the able-bodied population with higher, primarily engineering and technical education. At the same time, it is required to strengthen the integration of production and scientific, experimental and design activities. In this regard, it is proposed to take the following measures: change the approach both to the professional training of specialists in colleges and lyceums, and to special programs for the retraining of the unemployed and the advanced training of those employed in production, based primarily on the needs of the market and have the most applied character; to modernize curricula and principles of education in order to give it more flexibility, increase the role of independent work of students in the learning process (transition from a teaching style where the student is a passive recipient of information, to a more active role of the student (interactive lectures, discussions, group assignments and etc.));the practice of collecting requests for staffing needs

from ministries and departments implemented in the last two years is a positive factor, however, it is necessary to expand the list of organizations from which the need for staffing is requested; The university should be involved in the activities of the real sector, innovation and research activities, in connection with which, it is necessary to change the mechanism for stimulating - R&D by clarifying the legal regulation of relations in the field of rights to innovative property created in universities at public expense; take measures to integrate science and education in order to ensure a sufficient influx of young people into science. As one of the possible ways to solve this problem, there may be sending 2nd year students of the master's program to the leading scientific organizations of the country to complete master's theses; make wider use of the form of training young specialists through the creation of educational and scientific centers; organize internships for promising candidates of sciences in leading scientific centers of the developed countries of the world; conduct training and retraining of personnel in the field of innovation, ensuring an increase in the innovative activity of organizations and the commercialization of scientific research results.

The modernization of the personnel policy of the research and development sector includes the expansion of existing and the creation of new mechanisms for attracting and retaining young specialists in science and innovative activities, such as career planning, the introduction of a system of individual grants for young scientists, their incentives, the provision of grants, loans and venture financing for implementation of own developments.

At the same time, it is necessary to provide support for the creation of new laboratories led by young scientists. The process of rejuvenation of scientific personnel should be carried out in parallel with the inevitable reduction of inefficiently working scientific workers and departments. In order to increase the responsibility of employees for the results of their work and reduce the proportion of employees who are not actively involved in scientific activities, at the first stage of the implementation of the Innovative Development Program, the regulations and practice of conducting regular certifications with the involvement of external expertise should be revised.

It is necessary to note the special role of the entire academic community in determining the priority tasks of fundamental research. However, in our opinion, the development of fundamental science and ensuring the efficiency of budget spending should be focused on increasing the competitiveness of the national economy. A program should be formulated to modernize the functions, structure and funding mechanisms of the academic sector of science. First of all, it is necessary to find tools for the transition from cost management to results management in the field of fundamental science. Thus, the construction of an innovative society initially involves the creation of its material basis - an innovative environment within which all elements of the innovative space begin to interact with each other.

At the same time, the innovation space is a kind of qualitative substance inherent in the process of forming an innovative society and capable of acquiring quantitative and qualitative

characteristics as the interaction between subjects and objects of the innovation environment develops in its diverse types and forms, under the influence of the formation and use of intellectual capital.

At the same time, receiving quantitative and qualitative attributes, it is transformed from a qualitative abstraction into a certain system, subject to the action of its economic laws, which determine the nature of the formation and functioning of the intellectual capital market, the mechanisms and processes of its management.

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