

**Theme: Main Directions of the Development of Employment Service Activity
with Private Work****Abdusaidov Akmal Abduvalievich ¹*****Abstract***

In the article, social and economic functions of employment institutes, personnel training and retraining, employment assistance centers - all these as components of the labor market infrastructure, coordination of demand and supply of labor force were studied.

Keywords: *labor market, state and non-state work with employment service, recruiting service, recruitment, personnel agencies, and virtual agencies.*

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The modern labor market is constantly changing, and the infrastructure of the labor market is constantly undergoing transformation. Total employment institutions, personnel training and retraining, employment assistance centers - all these are components of the labor market infrastructure and perform social and economic functions between employers and the coordination of labor supply and demand. Each country determines the specific order of each indicator, depending on its socio-cultural characteristics.

Personnel selection or recruitment is the initial stage in the process of attracting, evaluating and hiring candidates with the knowledge and qualities that companies need. The correct design of the personnel selection system and the correct selection of its methods depend on the hiring of knowledgeable employees. They are considered to be the main influencing factor on the company's work.

Currently, in our republic, along with the state employment service, the work of private employment agencies is also expanding, and as a component of the labor market infrastructure, they specialize in operating in certain segments of the labor market. The main clients of private employment agencies are local enterprises, organizations and companies that fully disclose their vacancies to them, as well as foreign partner organizations for personnel placement. Today, the activities of the agencies often establish cooperation with partner foreign companies for the placement of employees abroad.

Special centers combining the capabilities of state labor exchanges, electronic exchanges, personnel agencies and educational institutions are being created. Referrals to staffing agencies are more expensive than advertising in the press or other methods. However, in this case, the company will reduce time consumption, will have the opportunity to find highly qualified specialists, and will have the opportunity to replace specialists for free.

On the other hand, in the CIS countries, new institutions of the labor market are being formed, which provide for the reduction of the unemployment rate at the expense of private capital, the organizations and the unemployed to achieve their goals based on the most effective methods. This is a positive result in itself. Asia's smartphone usage is leading the way in recruiting, with Asian HR professionals expressing their desire to use mobile devices to a high degree in recruiting.

In addition to mobile recruiting, access to recruiting through social networks has become widely used. Recruiters are widely using these sites to search for candidates and advertise job vacancies. Already, in many cases, special forms are filled out on the employer-companies' website and applications for vacancies are submitted. Companies are constantly increasing their recruiting budget spending on social media sites. For example, approximately 89% of recruiting agencies in the US are using social media. Only 8% of job vacancies in Great Britain are filled through specialized social networks ¹.

Currently, 25 private employment agencies are operating in Uzbekistan. In our opinion, the following criteria for evaluating the services provided by them can be accepted:

- that the agency ensures the reception of the required number of candidates (the database of the required candidates);

¹Upravlenie podborom po-amerikanski: sovremennye tendentsii / per. English M. Turk // Guide to personal management. – 2013. – No. 4 (April). -127 p.

- determine the extent to which the quality of the agency's submission of candidates meets their requirements;
- ensuring the ability of the agency to fulfill the order by employers in a short period of time;
- forming an assessment of the classification of the services provided by the agency (what price is set by the agency for the execution of the order, comparing the prices with the provided service);
- specialization of the agency in particular segments of the labor market;
- quantity and quality indicators of order fulfillment;
- fulfillment of contractual obligations;
- professional skills and level of education of employees;
- agency's market reputation;
- opportunities to provide additional services under preferential conditions (for example, information on the results of salary reviews).

The analysis of the work practices of recruiting companies shows that specialized agencies usually provide the best quality services in this or that field. Its other departments specialize in the selection of personnel for the financial and sales departments of companies.

In conclusion, it should be said that, despite the fact that the activity of private employment agencies in our republic has not been established for a long time, they have different aspects compared to foreign agencies. However, progress does not stand still and constantly improves working methods.

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