

ECONOMIC BALANCE BETWEEN HUMAN RESOURCE TRAINING MANAGEMENT AND INNOVATIVE ENTREPRENEURSHIP MODELS

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Abstract: *This article analyzes the models of human resource training management and innovative entrepreneurship as developed in global practice. The study identifies priorities for ensuring the interconnection between these two systems.*

Keywords: *management, human resource training, HR training management, professional competence, higher education services, labor market, education system, innovation, innovative activity, entrepreneurship, innovative entrepreneurship.*

Introduction: The development of innovative entrepreneurship today is regarded as a key driver not only for the stability of national economies, but also for ensuring their competitiveness in the global economy. In global practice, various models have emerged that effectively link HR training management with innovative entrepreneurship. The experience of developed countries clearly demonstrates that strong interdependence between these two areas leads to high economic efficiency. Taking this into account, the study aims to identify effective ways to establish synergy between innovative entrepreneurship and HR training management models worldwide.

Theoretical Foundations. A deep and systematic analysis of scientific perspectives on innovative entrepreneurship in economic theory shows that this activity not only involves the creation of products or services, but also plays a significant role in stimulating economic and technological development. This necessitates the establishment of appropriate infrastructure, particularly in the form of HR training management that is deeply integrated with the real economy and provides relevant educational services.

International research supports this conclusion. According to World Bank data:

“Human resource training management contributes 60–70% to the effectiveness of developing an innovative economy. To achieve this, traditional models of educational service delivery should be replaced with innovative approaches.” Following this global recommendation, it becomes essential to organize educational services in HR training management based on innovation. This further emphasizes the strong intrinsic interdependence between HR training and innovative entrepreneurship. Traditional vs. Innovative Approaches in HR Training Management. Experts from the OECD have evaluated the differences between traditional and innovative approaches in educational service delivery within HR training management. Their findings provide clear guidance for aligning educational models with the modern economic environment.

Table 1. Distinctive Features of Traditional and Innovative Approaches in HR Training Management



Traditional Approach	Innovative Approach
Academic knowledge is based on outdated theories	Academic knowledge is formed through new theories integrated with practice
Centralized management leads to narrow specialization	Liberal management allows for interdisciplinary education based on STEM methodology
Education is long-term and fixed (requires several years)	Modular systems enable flexible durations (from 3 months to 4–5 years)
One-time training for one specialty	Lifelong learning approach for continuous professional development

The Role of Innovative Professional Profiles

World Bank research further confirms: “HR training management should systematically prepare specialists with professional profiles such as: Innovation Engineer-Technologist, Data-Driven Entrepreneur, STEM-based Professional Entrepreneur, to ensure the effectiveness of developing innovative entrepreneurship in the country.” Moreover, the effective implementation of government-backed social protection programs aimed at supporting small and medium-sized innovative entrepreneurship has resulted in significant improvements in the living standards of low-income populations globally.

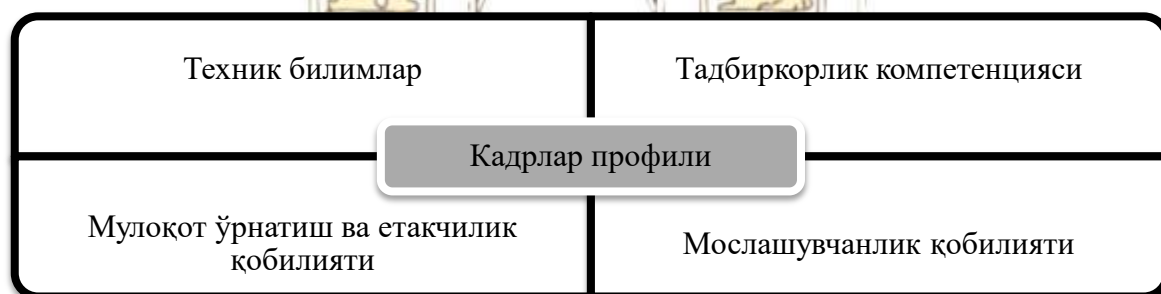


Figure 1. Structural Components of the Human Resource Profile Developing Innovative Entrepreneurship through Educational Services in HR Training Management

To achieve positive trends in innovative entrepreneurship, HR training management must organize educational services aimed at forming a human resource profile composed of the following key components (see Figure 1):

Technical Knowledge

This component refers to the acquisition of relevant knowledge in information and communication technologies (ICT), information technology (IT), biotechnology, artificial intelligence (AI), Big Data databases, and digital software applications. These competencies are developed through the educational services provided within HR training management.

Entrepreneurial Competence

This involves equipping specialists with skills related to managing innovative entrepreneurship, including financial literacy, legal awareness, and the ability to conduct in-depth market analysis, considering the specifics of the innovation sector and its branches.

Communication and Leadership Abilities

This component highlights the specialist's capability to work effectively in teams, demonstrate initiative, think strategically, and lead collective efforts toward achieving shared goals.

Adaptability

This relates to the professional competence required to quickly adapt to technical and technological changes occurring in innovative entrepreneurship. It includes anticipating and mitigating risks, adjusting to new conditions promptly, and making correct decisions in complex situations.



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