

## MAIN DIRECTIONS OF FORMATION OF PERSONNEL POLICY IN UZBEKISTAN IN THE SOVIET ERA

**Islamkhan Jakhongirov Fakhridin ugli**

*3rd year student of the Faculty of History of Fergana State University*

### ARTICLE INFO.

**Key words:** Soviet policy, CPSU, Central Committee, "traitors of the motherland", plenum.

### Annotation

After the establishment of the Uzbek SSR, the construction of the national state was carried out strictly within the framework of Soviet unitarism, based on the ideology of class antagonism and the establishment of the foundations of the administrative-command system. Uzbekistan was considered by the leadership of the union not only as a subject, but as an object of the center capable of making decisions. Under the sign of excessive centralization, local government offices were established. They practically copied the union bodies.

<http://www.gospodarkainnowacje.pl/> © 2023 LWAB.

The issues of selection, deployment and training of managers and workers were in the center of attention of the Soviet government. Especially in Uzbekistan, the appearance of this policy, that is, the main directions of personnel formation, was much different than in other allied countries.

In the Soviet policy, the strengthening of ideology and educational work was an important direction in the formation of personnel. Especially this policy accelerated after the February plenum of the Central Committee of the Communist Party of the Soviet Union (b) of 1947. At this plenum, Stalin emphasized: "Training and development of personnel is usually carried out in certain fields of science and technology, and all efforts should be focused on education with Marxian-Leninist ideology"<sup>1</sup>. In 1946, a two-year party school was opened in Tashkent. At first, party, Soviet, Komsomol and mass media workers received training based on the 400-hour VKP (b) MQ program. Later, in 1956, it was reorganized as a four-year Higher Party School. The Tashkent Higher Party School trained party and Soviet workers for the southern regions of Uzbekistan SSR, Tajikistan SSR, Turkmenistan SSR, Kyrgyz SSR, training or retraining cadres for the party and Soviet state apparatus. This educational institution lasted for four years for those with secondary education and two years for those with higher education. The Tashkent Higher Party School trained nearly 3,000 such employees in the first year. The Academy of Social Sciences under the Central Party Committee of the CPSU also trained theoreticians for the central party institutions, Central Party Committees of the communist parties of the allied republics, district and regional committees of the CPSU, teachers for higher educational institutions, employees of scientific research institutes and scientific journals. These educational institutions were mainly intended for the training of managerial personnel.

The main part of the curriculum was the lessons of the history of the CPSU, the system of dialectical and historical materialism, political economy, party and Soviet construction. In 1951, 130,000 people studied at the party education centers across the republic, more than 4,000 people studied at Marxist-

Leninist evening universities, more than 140 people studied at the Higher Party School of the VKP (b) MQ, and more than 400 people studied at republican party schools. In the 1952-1953 academic year in Ferghana alone, the "History of the Communist Party (b) MQ" study circle was organized in 7 places, the biography study circle of V.I.Lenin and I.V.Stalin was organized in 13 places, and the political school was organized in 9 places. done. 35 volumes of Lenin's works, the three-volume collection "Resolutions and Decisions of CPSU Congresses, Conferences and Plenums of the Central Committee", Karl Marx's "Capital" and many other works were quickly translated into Uzbek. In 1967-1968, inter-republic courses, as well as inter-regional courses in Samarkand, Tashkent, Fergana were opened on the basis of the Tashkent Higher Party School. This indicated that the current regime has dramatically intensified the cult of personality in all parts of the country.

On December 24, 1958, at the first session of the fifth convocation of the Supreme Soviet of the USSR, the law on "Strengthening the connection between school and marriage and further development of the public education system in the republic" was adopted, and leaders, workers, women, agriculture, the issue of introducing new activities in the system of engineering and technical personnel training was considered. Article 49 of the law adopted in it states "to strengthen the ideological and political education of students and professionals, to further improve the teaching of Marxian-Leninist theory, to train young people in the spirit of high communist moral principles, to love society and work, in relation to the idea of socialist internationalism and bourgeois it was shown that education in the spirit of being intolerant must be carried out separately. The main attention was paid to the Marxist-Leninist education and Bolshevik upbringing of leading cadres and communists. The Higher Party School, permanent courses for retraining party and Soviet workers, economic courses for heads of industrial construction, transport and communications enterprises, collective farms and state farms were organized. In cities and district centers, universities of economic knowledge, schools of economy and Soviet activists were constantly working. The decision to improve the economic education of all personnel in the republic was announced in the October 25, 1960 issue of the "Kizil Uzbekistan" newspaper, and it was planned to study the following main topics in economic schools: "Economic management study", "Law on expansion of production of the state plan", "Increasing labor productivity is a struggle for abundance", "Reducing the cost of labor is a source of increasing public wealth", "Let's work, study, live like a communist" and others are<sup>1</sup>. In addition, many representatives of Uzbekistan were sent to study in higher educational institutions of Moscow, Leningrad and other cities of the Union, the High Party School under the Central Committee of the CPSU, and the Academy of Social Sciences, and this process was carried out regularly every year.

At the plenum of the Central Committee of the CP of Uzbekistan in July 1963, the issue of "Improving the work of republican party organizations in the field of selection, placement and education of leading personnel" was discussed and experts capable of solving the tasks of communist construction were discussed. it was emphasized that the ranks of many thousands should be prepared, and it was also said that employees should be promoted from the bottom up, that is, workers, collective farmers, intellectuals and women who have shown themselves well in practical work should be promoted to leadership positions. The goal of the Soviet management policy was to improve the initiative of workers, engineers, technicians, and women in the difficult situation in industry, to widely introduce "socialist competition", to raise "specially selected" advanced workers as "flags" to the level of cocktail heroes, deputies of the Supreme Soviet. It was one of the efforts to eliminate by raising and setting an "example" to others and to bring the industry out of stagnation. "Socialist" competitions between workers and employees were constantly held in the enterprises. For example, during the ninth five-year period, 1.9 million people or more than 90% of workers in Uzbekistan were involved in the competition. The main purpose of holding such competitions was to use people more than the quantity, to fulfill the set plans in any way, to strengthen their use as cheap labor force. Instead of improving their socio-material situation, they were satisfied with the awarding of such "honorary" titles as "Labor veteran", "Veteran of the factory", "Laureate of the factory award", "The best brigade of the factory",

"The best constructor". However, the industry of Uzbekistan could not be brought out of stagnation in this way, it was necessary to implement new reforms. The political leadership and communist ideology did not want to admit it.

Party committees, primary party organizations constantly increased the demand for personnel, trained employees in the spirit of personal responsibility to the party and the state for the assigned work, and strengthened the inspection of personnel (especially local personnel). That is why many local qualified employees were accused of losing their sense of responsibility, irresponsibility in the implementation of state plans, nationalism, violation of discipline, etc., and regularly took appropriate measures. For example, in 1937-1953, 100,000 people were imprisoned by the NKVD "troika", deprived of liberty for various periods, and 15,000 were shot<sup>1</sup>. In the continuation of its political "games", the center intended to make others vigilant and intimidated by punishing and psychologically oppressing many mature leaders and enlightened intellectuals. Especially, various political excuses were found from the local intellectual leaders, along with their years of hard work, academic degrees, titles, and positions were unjustifiably condemned, and even their family members were investigated. Their work activities are strictly checked and non-existent mistakes are eliminated, they are accused of violating the "Leninist" rules of the Soviet system, of making serious deficiencies in the implementation of state plans, of going the wrong way in the placement and training of personnel, and of localism. He was dismissed from his position on the charge of having put his relatives to work. Although many such talented leaders of the republic are children of the country who have contributed to science, education, and economic development during their careers, they have experienced a lot of mental torture and oppression in the ruling ideological system. the future has been dealt a significant blow.

The processes of personnel formation in the industrial sector in Uzbekistan followed the main path, taking into account the interests of the great state. The personnel policy of the Soviet regime and its main aspects reflect the colonial manifestations of the center. It focused on the training and use of the labor force sent from the center rather than on increasing the national staff. Workers were mainly brought to Uzbekistan from the central regions. The Soviet system evaluated this process as a manifestation of "international assistance" to the Uzbek people. During the formation of the national workforce in Uzbekistan, bringing in workers and specialists from the center was to a certain extent in the country's economic interests, because the material basis for the creation of industrial personnel was still weak here. From this point of view, the decision of the commission of the development of the first five-year industrial plan of the State Planning Committee of the USSR (1927) stands out. In this decision, "it is better to immediately create a large-scale industry in countries like Central Asia on the basis of labor imported from abroad." Qualified specialists who came to Uzbekistan took part in the organization and development of new branches of industry, training of local workers. At first, the number of people coming to the republic was not so high. For example, in 1933-1935, about 10,000 people came to the republic's enterprises and constructions, and they had to eliminate the shortage of personnel. However, in the following years, the number of transferred specialists increased year by year. By 1938, 650,000 workers were relocated<sup>1</sup>. According to the All-Union census of 1939, there were 727,300 Russians living in Uzbekistan, which made up 11.5% of the total population, and 35.5% of them lived in cities. The Second World War, in turn, had a significant impact on the demographic situation in the republic. Migration of people from western regions to Uzbekistan has become widespread. For example, in 1943-1944, Kalmyks, Crimean Tatars, Chechens, Ingush, Germans, Karachays, Pontic Greeks, Meskhetian Turks, and Bulgarians were forcibly relocated from their homeland to the eastern regions of the country<sup>101</sup>. On May 18, 1944, according to Stalin's order, the total number of Crimean Tatars deported to Uzbekistan under the label of "traitors" was 883,400. Basically, these peoples were settled in industrial cities such as Almalyk, Bekobod, Chirchik, where there was a strong need for labor at that time, as well as in collective farms and state farms established on newly acquired lands. In general, in 1936-1952, about 3 million people of more than 20 nationalities were accused of treason and deported to the republics of Siberia and Central Asia in accordance with

the instructions of the center. As soon as the war ended, some representatives of the resettled nationalities began to return to their countries. However, many of them stayed to live in Uzbekistan.

### References

1. Iymanova D. Personnel policy of the Soviet system in Uzbekistan and its consequences. - T.: "New century generation" 2013. -B.34
2. Iymanova D. Personnel policy of the Soviet system in Uzbekistan and its consequences. - T.: "New century generation" 2013. -B. 36-37
3. New history of Uzbekistan. The second book. Uzbekistan during the period of Soviet colonialism - T.: Sharq, 2000.- B 528.
4. New history of Uzbekistan. The second book. Uzbekistan during the period of Soviet colonialism - T.: Sharq, 2000.- B 517
5. Iymanova D. Personnel policy of the Soviet system in Uzbekistan and its consequences. - T.: "New century generation" 2013. -B. 40-41.
6. Makhmudovna, A. Sh.( 2022/12/1). THE ROLE OF BRAIN IN LANGUAGE LEARNING AND TEACHING. Results of National Scientific Research International Journal, 451-456
7. Makhmudovna, A. Sh.( 2022/12/1). ÜBUNGTYPOLOGIE IM DEUTSCHUNTERRICHT. INTERNATIONAL SCIENTIFIC AND PRACTICAL CONFERENCE" THE TIME OF SCIENTIFIC PROGRESS", 114-119
8. Makhmudovna, A. Sh.( 2023/4/10). THE MEANING OF INDEPENDENT DECISIONS IN LESSONS GERMAN AS FOREIGN LANGUAGE. IJTIMOYIY FANLARDA INNOVASIYA ONLAYN ILMYIY JURNALI, 36-38