

# MANAGEMENT METHODS FOR RAIL TRANSPORT SERVICE PERSONNEL

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**Abstract:** *Central Asia is a region where the transport sector and logistics are rapidly developing. The sphere of transport and logistics, which is an integral part of the national economy of Uzbekistan, contributes to ensuring the effectiveness of reforms carried out in other areas, the consistent development of all modes of transport and increasing the country's authority in the market of international transport and logistics services, the harmonious development of all sectors of the economy and strengthening the country's export potential. The article discusses the methods of development and improvement of the service personnel of JSC "Uzbekiston temir yullari" and made an analysis of their modernization.*

**Keywords:** *development, railway transport, modernization, service personnel.*

## МЕТОДЫ УПРАВЛЕНИЯ ОБСЛУЖИВАЮЩЕГО ПЕРСОНАЛА ЖЕЛЕЗНОДОРОЖНОГО ТРАНСПОРТА

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**Аннотация:** *Центральная Азия является регионом, где стремительно развивается транспортная сфера и логистика. Сфера транспорта и логистики, являющаяся неотъемлемой частью национальной экономики*

Узбекистана, способствует обеспечению эффективности реформ, осуществляемых в других областях, последовательному развитию всех видов транспорта и повышению авторитета страны на рынке международных транспортных и логистических услуг, гармоничному развитию всех отраслей экономики и усилению экспортного потенциала страны. В статье рассмотрены методы развития и совершенствования обслуживающего персонала АО «Узбекистон темир йуллари» и сделан анализ по их модернизации.

**Ключевые слова:** развитие, железнодорожный транспорт, модернизация, обслуживающий персонал.

*The international cooperation of Uzbekistan in the field of development of transport networks and communications is progressively developing. Legal foundations are being formed to help strengthen such a mutually beneficial partnership. In particular, our country has signed more than 100 international agreements and protocols on transport and transit issues, including about 30 conventions. In addition, Uzbekistan is a member of the International Union of Railways, the Organization for Cooperation between Railways, the International Federation of Forwarding Associations, ESCAP, TRACECA and a number of other international organizations. At present, 44 directions with a total length of 37,000 kilometers have been provided for foreign road carriers transporting goods through the country's territory by road.*

*The task of increasing the volume of the republic's gross domestic product by more than two times, bringing the share of industry in the country's economy to 40% is associated with expanding the attraction of foreign direct investment to industry, transport and logistics. As a result of the implementation of investment projects, it is planned to increase the volume of industrial production in the country by 1.5 times in the coming years.*

The commissioning of JSC "Uzbekiston temir yullari" in 2016 of the electrified railway line "Angren-Pap", passing through the Kamchik Pass located

at an altitude of 2.2 thousand meters above sea level, was a great achievement in the provision of transport and logistics services and transportation of passengers . This created the most important link in the new international transit railway corridor China - Central Asia - Europe.

Along with this, the formation of a network of multimodal transport and logistics centers will expand the opportunities for the development of transport and logistics centers for the storage, processing and sale of products for export, as well as the country's transit infrastructure.

In accordance with the Investment Program for 2017" and Minutes No. 222 and No. 238 of the meeting of the Interdepartmental Council under the Cabinet of Ministers for JSC "Uzbekiston Temir Yollari", the implementation of 57 investment projects is envisaged.

In 2017, at the expense of all sources of financing, it is planned to develop - 770.11 million US dollars, to attract - 651.12 million US dollars.

Let us pay attention to the following statistics: in January-December 2017, 1174.0 million tons were transported by all modes of transport. cargo, which is 103.7% compared to January-December 2016. At the same time, the cargo turnover amounted to 66.9 billion t/km, or 2.5 times higher than the level of January-December 2016. (see table-1.). The largest share in the total volume of cargo transportation is occupied by road transport - 88.7%, the share of transportation by other modes of transport is 11.3%.

On the basis of the State Program for the implementation of the Action Strategy in five priority areas of development of the Republic of Uzbekistan in 2017-2021, the following activities are envisaged in the Year of Support for Active Entrepreneurship, Innovative Ideas and Technologies.

- diversification of logistics routes with neighboring countries, development and adoption of the Concept and Agreement of the member states of the Shanghai Cooperation Organization "Integrated Transport Management System"; - take

measures to obtain tariff preferences for the transit of the main exported goods by rail in the following areas.

In our opinion, it is necessary to introduce outsourcing activities in the railway transport of the Republic of Uzbekistan. The transfer of functions and operations to an external organization (external outsourcing) is a market-oriented practice, involving partnerships designed for the medium and long term. The main effect of outsourcing should be created due to the fact that a specialized organization provides more efficient and high-quality execution of the processes or functions transferred to it. The indisputable advantage of outsourcing is the absence of large long-term investments.

One of the main tasks of the railway transport reform is to increase the transparency of the industry as a whole and its individual business entities, including through the removal of non-core functions and processes. Outsourcing is a good way to bring out non-core functions and processes. Outsourcing is used on most railways, but its directions cannot be considered optimal everywhere, since in some cases activities and works are outsourced, the transfer of which leads to an increase in the costs of the railway company.

When using outsourcing in railway transport, it is planned to achieve the following goals:

- creating conditions to meet the seasonal need for additional staff;
- improving the quality of work performed, services transferred to outsourcing.

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