



Article

Social Philosophical Factors of Working With Young Professionals

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Abstract: In the context of global transformations and national development strategies, the effective integration of young professionals into the workforce has become a priority for Uzbekistan. Although significant experience has been accumulated in youth engagement, the current system of working with young specialists remains fragmented and lacks methodological cohesion. Existing studies often focus on isolated elements such as training or mobility, without addressing the systemic structure necessary for long-term development and retention. This study aims to conceptualize a holistic, multifunctional system for engaging young professionals by analyzing its organizational, ideological, and economic foundations. The research identifies core system components, including planning, recruitment, evaluation, development, and motivation of young specialists. It reveals that most organizations lack articulated strategies despite expressing interest in innovation and high qualifications from this cohort. The study also outlines common strengths and weaknesses of young specialists, contributing to a more nuanced understanding of their integration into professional environments. The article proposes a unified methodological platform and positions the youth integration system within broader socio-economic and organizational frameworks. The findings underscore the need for a coherent human resource strategy that aligns the goals of young professionals with institutional objectives. This integrated approach promises to enhance not only individual career trajectories but also national innovation capacity and labor market efficiency.

Keywords: Training, Development, Mobility, Personnel Policy, Ideological Platform, Strategy, Action Plan

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1. Introduction

Today, in the era of global globalization, attention is paid to the upbringing and activities of young people in our country at the level of state policy[1]. By now, our country has accumulated a lot of experience in working with young people. Unfortunately, the vast majority of research in this field considers separate issues of working with young people and young specialists (training, development, mobility, etc.). Their practical application is carried out as separate, unrelated measures, which does not provide the necessary effect in working with young specialists[2]. The theoretical and methodological foundations of the system of working with young specialists are practically not covered in the scientific works of domestic, CIS and foreign authors. A unified methodological base is needed that ensures the implementation of the tasks set for organizations in working with young specialists.

It is necessary to imagine a system of working with young specialists as a set of enlarged components that are fundamentally necessary for the creation, operation and improvement of the system[3].

2. Materials and Methods

Our definition of the system of working with young specialists sets two important goals: the goal of young specialists - to meet the needs of young specialists, and the goal of the administration - to effectively use the potential of young specialists[4]. Undoubtedly, the effectiveness of working with young specialists depends on the extent to which these goals coincide[5].

When carefully considering the goals, it can be seen that the goals do not contradict each other and complement each other, which is a driving mechanism in the work of the system of work with young specialists, creating an objective basis for achieving common goals.

The study of any management system begins with identifying its components, elements and the interrelationships between them and the external environment, identifying the differences between managing the work of the system in given conditions and managing the development of the system[6].

The lack of special studies of the system under study forces us to turn to a higher-level system - the personnel management system.

In our opinion, the basis for the construction of a personnel management system, as well as a system for working with young specialists (system-forming reasons), are: an ideological platform (the concept of the essence of personnel management, personnel policy); a program-targeted platform (strategy, budget, action plan); an organizational-eventual platform (architecture of structures and business processes, measures and methods)[7].

In order to develop a well-founded and effective management effect that ensures the development of the system in a targeted direction, it is necessary to have a model of it[8]. As the backbone of the system for working with young specialists, we have identified the following: planning and marketing of young specialists; recruitment and registration of young specialists; assessment of young specialists; development of young specialists, management of the internal corporate growth of young specialists; activation of the capabilities of young specialists[9].

The system of work with young specialists, as a systemic object, consists of a large number of interconnected and jointly acting components, and in this capacity belongs to the category of complex systems[10]. The system of work with young specialists, as a subsystem of the personnel management system, allows it to be included in the economic and social categories.

Thus, the functioning of this system is subject to economic and social laws. The system of work with young specialists has a large number of subsystems, a complex organizational structure with vertical and horizontal connections, a large number of elements, inputs and outputs, and various functions, therefore, it can be included in the class of large complex socio-economic systems[11].

The fact that the system of work with young specialists belongs to the field of management allows it to be included in the organizational category, therefore, its functioning is also subject to the laws of management.

Thus, a comprehensive system of working with young specialists is being created, uniting the economic, social and organizational structures of the system.

As mentioned above, today the issue of creating an integrated system for identifying and promoting talented young people, training young specialists and creating conditions

for their inclusion in major scientific and innovative sectors of the country's industry is very important.

3. Results

According to research, large companies (foreign, domestic) are most interested in young specialists. Then there are large state institutions and not very large commercial companies[12]. Companies expect, first of all, to receive innovation from the opportunities of young specialists; high-level qualifications obtained in higher education institutions; and to find solutions to the need for personnel.

Companies offer various technologies for working with young specialists, depending on the personnel policy they are implementing and their goals in relation to young specialists, but most of them do not have clear and articulated strategies for working with young specialists.

One of the main reasons for this is that the state is now starting to implement systematic work in the field of youth policy.

When working with young specialists, their specific characteristics of behavior and their orientation are formed on the basis of identifying them. One of the conditions for effective work with employees in this group is an understanding of their strengths and weaknesses, as well as the presence of conditions for joint action that is interesting and productive for both parties[13].

According to the studies conducted by us and supplemented by the studies of a number of authors, after graduating from an educational institution, young specialists acquire the following qualities:

a) Their strengths include: the presence of basic knowledge;

A high coefficient of learning, the ability to assimilate new information;

Great development potential and the presence of certain needs;

Open acceptance of new technological and management solutions, readiness for change;

Energy, active life thinking, enthusiasm;

The absence of habitual ways of working;

A desire to gain experience and work actively; high mobility, readiness to move to another place;

Adaptability;

The structure of the needs of young employees, aimed at development (promotion at work, education, change in social status) and their desire to work for this[14].

b) Their weaknesses include:

Overestimating their own professional abilities and, accordingly, setting high demands on their monthly salary, social benefits and job growth rates;

In most cases, not knowing how to work in a group, not obeying the leader and not knowing how to behave at work;

Social immaturity;

Not knowing how to apply the theoretical knowledge they have gained in practice, lack of practical skills in managing and planning their own working time, not knowing the basics of labor discipline and work ethics;

Not understanding the organization's requirements and trust (the qualities it expects from it); infantility (immaturity), not being able to clearly imagine what they need in life[15].

4. Discussion

A young specialist should work under the guidance of experienced colleagues, and for a young specialist to successfully and effectively grow, he or she is required to be submissive and ready to obey. A 25-30-year-old specialist determines whether the chosen field of work suits him or not. This period is characterized by frequent changes in work, switching to a new field of activity. We call such changes horizontal rotation (for example: electrical mechanic - labor protection engineer - leading specialist in personnel management).

The above-mentioned qualities of young specialists as a category of specific characteristics of labor resources should be taken into account when improving the system of working with young specialists.

Thus, in the context of the modernization of society and the growth of needs for human capital, work with young people should become an effective tool for the development and transformation of the company. This can be applied in the context of the development and gradual implementation of a system of working with young specialists, aimed at directly involving young specialists in solving both their own problems and corporate tasks and based on the priority areas of the company's HR development strategy.

5. Conclusion

In conclusion, it can be said that the introduction of a systematic approach to working with young specialists (for example, training a young, conscientious, well-educated employee, while maintaining his loyalty to the company) allows in practice to solve issues that at first glance do not seem at all relevant.

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