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Ideological Basis and Strategic Goals of the Soviet Personnel Policy

Islamkhan Jakhongirov Fakhriddin ugli
3rd year student of the Faculty of History of Fergana State University

A B S T R A C T
One of the unique aspects of national independence is to illuminate history based on the principles of historical succession and integrity, free from pressures and ideological pressures. During the time of the Soviet state based on the communist ideology, which ruled for more than 70 years, there was no justice, equal rights and stability in terms of personnel policy, on the contrary, the processes were subordinated to the ideology organized by the administrative-command system. The communist leaders of the USSR, following only the theoretical guidelines of Marxism and the philosophy of great statesmanship, strictly implemented the political path in the spirit of the general strategy of keeping Uzbekistan, along with other allied republics, in the entanglement of dependence.

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During the time when the Soviet state was being newly built, the path of building an imaginary society-communism was widely promoted based on the teachings of K. Marx, F. Engels, and V. I. Lenin, who were "geniuses of the proletariat", and their lives and activities were greatly appreciated. It was forcibly instilled into the consciousness of the working people, and the communist party was regarded as the most important organizational function even in dealing with personnel issues, and the party was given its own political leaders who could organize and lead the "revolutionary" movement, its progressives. it was emphasized that it is an organization that should train its representatives. As a result, the CPSU developed such a personnel policy, according to which, based on the natural essence of the Soviet system, the personnel policy should be put into a special "mold" and a unique party rule should be formed. These are, first of all, the absolute right to choose a political path in solving personnel problems and issues,

Secondly, the sole right to determine the criteria and indicators of the quality classification of personnel, including the formation and selection based on their strategic goals and tasks,

Thirdly, for the purpose of permanent preservation of the system and control over all spheres of public life, it is embodied in the provision of the right to centrally manage the selection and placement of leading agencies.

In the period of the former union, the communist ideology served as an ideological weapon of state policy, the principle of monopoly and classism in the ideology formed the main basis of the state personnel policy.

In the state personnel policy, the social system of society is divided into classes and strata such as "working class", "collective peasants" and "intellectuals", the change of view of society and the emergence of new principles were based on the "Marxian-Leninist" one-sided ideology. and formed. Instead of nationalism, patriotism, selflessness, creativity, and business qualities, the qualities of "carefulness", "subordination", "obedience", "creativity" were manifested in the consciousness and thinking of personnel. These qualities of his became a priority in the selection and placement of personnel. The training of "loyal" personnel subordinated to the interests of the center, otherwise "administrative training" with them, was subordinated to a single goal and formed the main directions of

the state policy of the former union. That is why, during the Soviet regime, the state, starting from the country's management system, took upon itself to solve all the big and small issues related to the daily life and prospects of the people in name only, and because in practice it was engaged in more sloganeering. had the right, and had become a cog in the mindless machine called "labour".

In the second half of the 20s and 30s of the 20th century, a new territorial division of labor and the economicization of the republics were established in the all-union national economic complex. Uzbekistan was assigned the task of becoming the country's main cotton base. As a result, the personnel policy of the party was used not only for ideological goals, but also for the economic interests of the center. Accordingly, important issues in the field of personnel policy have been discussed at every congress of the Central Committee of the CPSU, plenums, regional, district, and party conferences of the Communist Party of Uzbekistan. Resolution of March 6, 1944 of the Central Committee of the VKP (b) of February 1947, Plenum of the Central Committee of the VKP (b) of February 1947, 1959 CPSU XXI Council, March and September XXII-XXV of 1965, December 1977, 1978 July, November 1982, June, December 1983, February and April 1984, April 1985, January 1987 plenums paid special attention to the personnel policy, based on its well-thought-out, "Leninist" procedures developed methods subordinated to the interests of the center were created. The decisions were adapted to the instructions of the party, theoretical conclusions and statutes. In most cases, the legal framework regulated by the former party leadership and state management system was transferred almost uniformly to all spheres of the social system in the allied republics. This, in turn, showed that state laws were implemented unilaterally. The party has become the leading and guiding force of the society. In order to increase its position, the party complicated, stratified and classified its membership. Mainly workers and peasants were recruited more and more into the party membership, and the way of promotion from these representatives to leadership positions was carried out consistently.

The decision of the Central Committee of the VKP (b) of March 6, 1944 was dedicated to the organization of work with cadres in Uzbekistan, and the need for party organizations to strengthen the Bolshevik method and criticism in the training of cadres, to educate cadres in the spirit of self-criticism, such a method it was emphasized that it will give the opportunity to prevent big mistakes in the future. Such decisions created supposedly favorable conditions for all-round growth and developed an orderly system. Representatives of workers and collective farmers participated widely in the elected party bodies, and their number increased among the members of the district, city, regional party committees, especially the Communist Party of Uzbekistan. In this system, which believes in various ideas that the struggle between classes will intensify, the basis of the party members are workers and peasants, and the entry of intellectuals into the ranks of the party is complicated. In this way, the role and importance of the party increased, and its privileges and primary right to solve the issue of personnel in the state policy prevailed.

In the early years of the Soviet government, party workers were not divided into "local" and "non-local" cadres. Representatives of different nationalities worked together at the center and in local governing bodies. On March 6, 1944, at the plenum of the VKP (b) MQ, a decision was made that there is a lack of Uzbek personnel in the industrial production of the republic, therefore, it is necessary to attract Uzbeks to the industry in large numbers and to train qualified Uzbek specialist personnel. . In 1944, Uzbeks made up 17% of the total managerial personnel in industry, and in 1945, it increased to 20%. In 1941, representatives of the local population were 52% of all management personnel, of which 39.3% were Uzbeks, 32.2% Russians, and 15.8% other nationalities. By 1946, the local population - 57.4%, of which Uzbeks - 40.4%, Russians - 30%, other nationalities - 22.6%.

After the Second World War, the Soviet government in Uzbekistan under the leadership of the communist party in the personnel policy and management apparatus of the great royalism and chauvinist politics intensified. It also created the largest flow of "international" personnel, who must and must obey the existing ideology. In Uzbekistan, the process of localization of the state apparatus took place at this time. In accordance with the decisions of the Central Committee of the VKP (b), Secretary of the Central Committee of the UzKP U. Yusupov paid special attention to the training of many national personnel. He participated in the Fourth Republican Congress of Growers of Uzbekistan (February 7-10, 1947), the scientific session of the FA of the UzSSR (June 13, 1947), the meeting of the Central Committee of the CPSU (b) on personnel issues (1947 June 8), the UzKP (b) made efforts to increase the number of

national personnel at the XVIII plenum of the Central Committee and other speeches. In the report of the scientific session of the FA of the UzSSR: "The most important factor is the formation of a large number of national Bolshevik cadres. The number of Uzbeks and representatives of other local nationalities among the senior staff of state management bodies is as follows: in party bodies - 49%, including secretaries of party city committees and district executive committees - 67%, in Soviet bodies - 67%, including city and district chairmen of executive committees - 93%, judicial and prosecutor's offices - 74%, of which district and city prosecutors 81%, district and city newspaper editors - 93%, city and district public education departments - 82%, UzSSR among the deputies of the Supreme Council - 68%," he noted. In 1947, there were 3,725 leading personnel, 2,012 (54%) were Uzbek, and 638 (17.1%) were Russian. Leaders who grew up from representatives of the native population, no matter how capable, talented, and knowledgeable they were, were under constant control. There are many mature and experienced local personnel who can work efficiently in the central offices. Fayzulla Khojaev, Osman Yusupov, Abdulla Rahimboyev, Nazir Torakulov, Sultan Segizboyev, Sadulla Gorsunkhojayev, Sotkin Badalboyev, representatives of the local nationality who held high positions in the Central Committee of the CPSU, the Supreme Soviet of the USSR, the Council of Ministers and other offices. , Isroel Artikov, Nuridin Mukhitdinov, Eshonkhan Usmonkhojaev, Sharof Rashidov, many prominent statesmen worked for the development and future of the country, but many of our patriotic and people-loving national cadres became victims of the ruling regime. During Sh. Rashidov's career, he was accompanied by talented and hardworking local leaders: Chairman of the Council of Ministers N.D. Khudoyberdiyev, Deputy Chairman M.T. Tursunov, A.R. Khojaev, Secretary of the Central Committee A.A. Khojaev, Y.R. Qurbanov, A.U. Salimov, regional party the first secretaries of the committee M.M. Musokhonov, V.A. Khaidarov, M.K. Kamolov, K.M. Murtazayev, head of information and minister A.K. Qayumov, A. Kh. Khamidov, I. Kh. Jorabekov, S. M. Mamarasulov, Y. I. Ismailkhojayev worked. The Soviet authorities, fearing that talented organizers and figures would follow the people behind them, constantly monitored them in various ways and took appropriate measures. The main guidelines for the subordination of local cadres were expressed in the instructions adopted by the former Communist Party on June 6, 1947 by order NK 00447 and kept strictly secret. In particular, the following decisions were noted: "Special attention should be paid to people who have organizational skills and are popular among the people. It is necessary to try to recruit such people. If they refuse, it will be necessary to block their way to higher positions. It is allowed to give national color in the public speeches of local leaders, but it should not serve the growth and unification of the nation. Representatives of the indigenous people working in the party and state economic apparatus should be put in such a position that their reputation in the eyes of their subordinates will be lost and there will be no chance for them to return to their former circle. It is necessary to achieve the dismissal of leading specialists in workplaces and the replacement of them by old mullahs and unthinking employees. It is necessary to achieve the admission of such people to higher educational institutions, so that they are from the lower strata of the people and they are interested in the diploma, not the education in their specialties. The leadership used various political methods in the management of national personnel in order to hold the republics firmly. The leading staff and department heads of republican, regional, city and district party or soviet organizations in Uzbekistan are in the Moscow "nomenclature" and are appointed by the Central Committee of the CPSU. The main work was in the hands of a non-native second leader, and in many cases the "first leader" was only in name.

In the policy of training cadres who do not leave the center line, experiments such as training in Komsomol and party schools, "sending a detachment of representatives to help" from the center, sending all the second secretaries of subordinate republics from Moscow are considered an open official way, and local cadres efforts and methods to prevent unification by setting them against each other have been intensified. The practice of unreasonably frequent transfer of local management personnel was used. In particular, when a report of the leading bodies of the Communist Party of Uzbekistan is updated approximately 20% after the election period, after the renewal ratio was established in the CPSU charter, 70% or even more was updated. cases have increased.

The personnel training system in the country did not consist only of imparting professional knowledge, but included the formation of a "Marxian-Leninist" worldview and a "communist attitude" to work, as well as strengthening of ideological and political education. Many works, letters, documents of Marx and Lenin, congresses and conferences of the Communist Party, decisions of the plenums of the Communist

Party of the Soviet Union, the works of N.S. Khrushchev and L. Brezhnev, the general secretary of the Communist Party of the Communist Party of China, speeches and theoretical works of the leaders of the Communist Party and the Soviet state contain "Soviet" personnel. the policy was clearly reflected and based on the same rules in the selection, placement and training of personnel. In these works, it was constantly emphasized that the leading cadres deeply feel their party duties before the state, have a party-like attitude to practical work, and know how to criticize themselves. Based on these requirements, it should be noted that the center has found personnel who obey the orders unconditionally and applied the policy of involving them in the socio-economic spheres as they wish. This requirement was also reinforced in the instructions of the CPSU, which stated: "The party should select personnel according to their political and work-related qualities without deviating. In personnel policy, "Leninist" rules should be unforgiving in all cases of violation." It was necessary for the concept of "political qualities" to prevail over high moral qualities in personnel activities. The essence of this concept, a deep ideological belief, was based on knowledge of the "Marxian-Leninist" doctrine; internationalism (international solidarity of workers of different races and nationalities) and Soviet patriotism; intolerance towards the manifestations of bourgeois ideology and the past; partisan, class attitude to the assessment of social events; the ability to selflessly fight for the protection of party policy, the interests of the Soviet state, and their implementation; deep understanding of social duty; such as strict adherence to party and state discipline, and they considered a truly mature person only those whose "Marxian-Leninist" theoretical knowledge became their personal belief and rule of daily life. Higher party schools under the Central Committee of the VKP (b) and its part-time department, the Academy of Social Sciences, "Lenin Courses", republican and inter-regional party schools were the main means of training such leading personnel. Here, along with their specialties, the personnel had to thoroughly master the teachings of "Marxism-Leninism". After the 1950s, publishing the works of party geniuses and translating them into Uzbek became an ideological weapon for higher schools. It was emphasized that a real communist should devote all his body, strength, enthusiasm, heart and warmth to the country and the work of the party. Socialism's idea of "social equality" increased people's coldness towards work, while the doctrine of "state property" and "public property" alienated people from the feelings of ownership and ownership. The leadership mobilized all sectors of the national economy to strengthen the authoritarian regime and improve it.

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