

ISSN 2306-7365 (Print)
ISSN 2664-0686 (Online)
Индекс 75637
DOI prefix: 10.47526

ҚОЖА АХМЕТ ЯСАУИ АТЫНДАҒЫ
ХАЛЫҚАРАЛЫҚ ҚАЗАҚ-ТҮРІК УНИВЕРСИТЕТИ

HOCA AHMET YESEVI
ULUSLARARASI TÜRK-KAZAK ÜNİVERSİTESİ



1150 жыл
Әл-Фарабидің мерейтойы



175 жыл
Абай Құнанбайұлының
мерейтойы

YESEVI
ÜNİVERSİTESİ
HABARŞISI
Bilimsel Dergisi

ЯСАУИ
УНИВЕРСИТЕТІНІҢ
ХАБАРШЫСЫ
ҒЫЛЫМИ ЖУРНАЛЫ
№3 (117) 2020
шілде-тамыз-қыркүйек

БАС РЕДАКТОР

биология ғылымдарының докторы, профессор
АБДРАСИЛОВ БОЛАТБЕК СЕРІКБАЙҰЛЫ

YAYIN YÖNETMENİ

Prof. Dr.

ABDRASILOV BOLATBEK SERIKBAYULI

ГЛАВНЫЙ РЕДАКТОР

доктор биологических наук, профессор
АБДРАСИЛОВ БОЛАТБЕК СЕРИКБАЕВИЧ

CHIEF EDITOR

Professor, Doctor of Biological Sciences
ABDRASSILOV BOLATBEK SERIKBAYEVICH

Индекстеледі/Tarama indeksli/ Индексируется/ Scanned indexes:
Index Copernicus, Directory of Research Journals Indexing

INDEX COPERNICUS
INTERNATIONAL

 Directory of
Research Journal
Indexing

ҚҰРЫЛТАЙШЫ:

Қожа Ахмет Ясауи атындағы Халықаралық қазақ-түрік университеті

Журнал Қазақстан Республикасының Баспасөз және бұқаралық ақпарат істері жөніндегі ұлттық агенттігінде 1996 жылғы 8 қазанда тіркеліп, Қазақстан Республикасы Инвестициялар және даму министрлігі Байланыс, ақпараттандыру және ақпарат комитетінің №232-Ж куәлігі берілген.

Шығу жиілігі: 3 айда 1 рет. МББ тілі: қазақша, түрікше, ағылшынша, орысша. Тарату аумағы: Қазақстан Республикасы, алыс және жақын шетел. **Индекс №75637**. Журнал 2013 жылдың қаңтар айынан бастап Париж қаласындағы ISSN орталығында тіркелген. **ISSN 2306-7365 (Print), ISSN 2664-0686 (Online)**.

Ғылыми еңбектің негізгі нәтижелерін жариялау үшін Қазақстан Республикасы Білім және ғылым министрлігінің Білім және ғылым саласындағы бақылау Комитетінің 2018 жылдың 11 желтоқсандағы №1945 және 14 желтоқсандағы №1992 бұйрықтарымен журнал Комитет ұсынатын ғылыми басылымдар тізіміне Философия, Тарих, Педагогика және Филология бағыттары бойынша енгізілді.

KURUCU:

Hoca Ahmet Yesevi Uluslararası Türk-Kazak Üniversitesi

Dergi 8 Ekim 1996'da Kazakistan Cumhuriyeti Basın ve Medya İletişim Ajansı tarafından tescillenmiş, Kazakistan Cumhuriyeti Yatırım ve Gelişim Bakanlığının, İletişim, Bilişim ve Bilgilendirme Komitesinin 232-J numaralı kimliği verilmiştir. Yayın Süresi: 3 ayda 1 defadır. Süreli Basın Yayın Dili: Kazakça, Türkçe, İngilizce ve Rusça. Dağıtım Bölgesi: Kazakistan Cumhuriyeti, uzak ve yakın yabancı ülkeler. **İndeks: 75637**. Dergi, Ocak 2013'ten bu yana Paris'teki ISSN Merkezi'nde kayıtlıdır. **ISSN 2306-7365 (Print), ISSN 2664-0686 (Online)**.

Bu dergi, Kazakistan Cumhuriyeti Eğitim ve Bilim Bakanlığı'nın 11/12/2018 tarih ve 1945 sayılı kararı ile 14/12/2018 tarih ve 1992 nolu kararı çerçevesinde Felsefe, Tarih, Pedagoji ve Filoloji alanlarında KC EBB tarafından tavsiye edilen bilimsel dergiler listesine dahil edilmiştir.

УЧРЕДИТЕЛЬ:

Международный казахско-турецкий университет имени Ходжа Ахмеда Ясави

Журнал зарегистрирован в Национальном агентстве по делам печати и массовой информации Республики Казахстан 8 октября 1996 года. Комитетом связи, информатизации и информации Министерства по инвестициям и развитию Республики Казахстан выдано свидетельство №232-Ж.

Периодичность издания: 1 раз в 3 месяца. Язык ППИ: казахский, турецкий, английский, русский. Территория распространения: Республика Казахстан, дальнее и ближнее зарубежье. **Индекс №75637**.

Журнал с января 2013 года был зарегистрирован в Центре ISSN в городе Париже.

ISSN 2306-7365 (Print), ISSN 2664-0686 (Online).

Приказами Комитета по контролю в сфере образования и науки Министерства образования и науки Республики Казахстан от 11 декабря 2018 года №1945 и от 14 декабря 2018 года №1992 журнал включен в перечень научных изданий в области Философии, Истории, Педагогике и Филологии, рекомендуемых Комитетом.

FOUNDER:

Khoja Akhmet Yassawi International Kazakh-Turkish University

The Journal was registered by the Communication, Informatization and Information Committee Periodical press and information agency of the Republic of Kazakhstan on October 8, 1996, Ministry of Investment and Development of the Republic of Kazakhstan issued a certificate № 232-G. Publication: 1 time in 3 months. Language PPP: Kazakh, Turkish, English, Russian. Territory of distribution: the Republic of Kazakhstan, near and far abroad. **Index №75637**.

The journal has been registered since January 2013 at the ISSN Center in Paris.

ISSN 2306-7365 (Print), ISSN 2664-0686 (Online).

Pursuant to the Order of the Committee for Control in Education and Science of the Republic of Kazakhstan dated December 11, 2018 №1945 and December 14, 2018 №1992, the journal is included in the list of scientific publications in the field of Philosophy, History, Pedagogy and Philology, recommended by the Committee.

Бас редактордың орынбасары

педагогика ғылымдарының докторы, профессор Беркимбаев К.М.

Бас редактордың орынбасары

доцент, Ph.D. Пилтен Пусат

Жауапты хатшы

философия ғылымдарының кандидаты, доцент Балтабаева А.Ю.

РЕДАКЦИЯЛЫҚ АЛҚА

Жұрынов Мұрат	- ҚР ҰҒА президенті, академик /Қазақстан/
Демиркөз Мелаяхат Білге	- профессор, доктор /Түркия/
Гржибовский Андрей	- м.ғ.д., профессор /Норвегия/
Капилла Хосе Э.	- профессор, доктор /Испания/
Корнилов Виктор	- п.ғ.д., профессор /Ресей/
Мырзақұлов Рэтбай	- ф.-м.ғ.д., профессор /Қазақстан/
Мейер Бургхард	- профессор, доктор /Германия/
Турметов Батирхан	- ф.-м.ғ.д., профессор /Қазақстан/
Ташпынар Мехмет	- профессор, доктор /Түркия/
Сагироғлу Шереф	- профессор, доктор /Түркия/

РЕДАКЦИЯЛЫҚ КЕҢЕС

Ақбасова Аманкүл	- техн.ғ.д., профессор /Қазақстан/
Акйол Хаяти	- профессор, доктор /Түркия/
Атемова Қалипа	- п.ғ.д., профессор /Қазақстан/
Бұлбұл Ибрагим	- профессор, доктор /Түркия/
Булуч Бекир	- профессор, доктор /Түркия/
Батырбаев Нұрлан	- з.ғ.к., доцент /Қазақстан/
Гелишли Юджел	- профессор, доктор /Түркия/
Ергөбек Құлбек	- ф.ғ.д., профессор /Қазақстан/
Есімова Шолпан	- э.ғ.д., профессор /Қазақстан/
Жетібаев Көпжасар	- т.ғ.к., доцент /Қазақстан/
Жетпісбаева Бахытгүл	- п.ғ.д., профессор /Қазақстан/
Йылдыз Мұса	- профессор, доктор /Түркия/
Мырзалиев Бораш	- э.ғ.д., профессор /Қазақстан/
Томар Женгиз	- профессор, доктор /Түркия/
Торыбаева Жәмила	- п.ғ.д., профессор /Қазақстан/
Умбетов Өмірбек	- техн.ғ.д., профессор /Қазақстан/
Ұзақбаева Сақыпжамал	- п.ғ.д., профессор /Қазақстан/
Ыдырыс Серікбай	- э.ғ.д., профессор /Қазақстан/

Yayın Yönetmen Yardımcısı
Prof. Dr. Berkimbayev K.M.
Yayın Yönetmen Yardımcısı
Doç. Dr. Pilten Pusat
Yayın Kurulunun Sorumlu Sekreteri
Doç. Dr. Baltabayeva A.Y.

DANIŞMA KURULU

Jurnov Murat	- Prof. Dr. /Kazakistan/
Demirköz Melahat Bilge	- Prof. Dr. /Türkiye/
Grjibovskiy Andrey	- Prof. Dr. /Norveç/
Kapilla Jose E.	- Prof. Dr. /İspanya/
Kornilov Viktor	- Prof. Dr. /Rusya/
Myrzakulov Ratbay	- Prof. Dr. /Kazakistan/
Meyer Burghard	- Prof. Dr. /Almanya/
Turmetov Batırhan	- Prof. Dr. /Kazakistan/
Taşpınar Mehmet	- Prof. Dr. /Türkiye/
Sağıroğlu Şeref	- Prof. Dr. /Türkiye/

EDİTÖR KURULU

Akbasova Amankül	- Prof. Dr. /Kazakistan/
Akyol Hayati	- Prof. Dr. /Türkiye/
Atemova Kalipa	- Prof. Dr. /Kazakistan/
Bülbül İbrahim	- Prof. Dr. /Türkiye/
Buluç Bekir	- Prof. Dr. /Türkiye/
Batirbayev Nurlan	- Doç. Dr. /Kazakistan/
Gelişli Yücel	- Prof. Dr. /Türkiye/
Ergöbek Kulbek	- Prof. Dr. /Kazakistan/
Esimova Şolpan	- Prof. Dr. /Kazakistan/
Jetibayev Köpjasar	- Doç. Dr. /Kazakistan/
Jetpisbayeva Bahtıgül	- Prof. Dr. /Kazakistan/
Yıldız Musa	- Prof. Dr. /Türkiye/
Myrzaliyev Boraş	- Prof. Dr. /Kazakistan/
Tomar Cengiz	- Prof. Dr. /Türkiye/
Toribayeva Jamila	- Prof. Dr. /Kazakistan/
Umbetov Ömirbek	- Prof. Dr. /Kazakistan/
Uzakbayeva Sahıpjamal	- Prof. Dr. /Kazakistan/
Idırıs Serikbay	- Prof. Dr. /Kazakistan/

Заместитель главного редактора
доктор педагогических наук, профессор Беркимбаев К.М.

Заместитель главного редактора
доцент, Ph.D. Пилтен Пусат

Ответственный секретарь
кандидат философских наук, доцент Балтабаева А.Ю.

РЕДАКЦИОННАЯ КОЛЛЕГИЯ

Журинов Мурат	- президент НАН РК, академик /Казахстан/
Демиркоз Мелаяхат Билге	- профессор, доктор /Турция/
Гржибовский Андрей	- д.м.н., профессор /Норвегия/
Капилла Хосе Э.	- профессор, доктор /Испания/
Корнилов Виктор	- д.п.н., профессор /Россия/
Мирзакулов Ратбай	- д.ф.-м.н., профессор /Казахстан/
Мейер Бургхард	- профессор, доктор /Германия/
Турметов Батирхан	- д.ф.-м.н., профессор /Казахстан/
Ташпынар Мехмет	- профессор, доктор /Турция/
Сагироглу Шереф	- профессор, доктор /Турция/

РЕДАКЦИОННЫЙ СОВЕТ

Акбасова Аманкул	- д.техн.н., профессор /Казахстан/
Акйол Хаяти	- профессор, доктор /Турция/
Атемова Калипа	- д.п.н., профессор /Казахстан/
Булбул Ибрагим	- профессор, доктор /Турция/
Булуч Бекир	- профессор, доктор /Турция/
Батырбаев Нурлан	- к.ю.н., доцент /Казахстан/
Гелишли Юджел	- профессор, доктор /Турция/
Ергобек Кулбек	- д.ф.н., профессор /Казахстан/
Есимова Шолпан	- д.э.н., профессор /Казахстан/
Жетибаев Копжасар	- к.и.н., доцент /Казахстан/
Жетписбаева Бахытгул	- д.п.н., профессор /Казахстан/
Йылдыз Муса	- профессор, доктор /Турция/
Мырзалиев Бораш	- д.э.н., профессор /Казахстан/
Томар Женгиз	- профессор, доктор /Турция/
Торыбаева Жамила	- д.п.н., профессор /Казахстан/
Умбетов Умирбек	- д.техн.н., профессор /Казахстан/
Узакбаева Сахипжамал	- д.п.н., профессор /Казахстан/
Ыдырыс Серикбай	- д.э.н., профессор /Казахстан/

Deputy chief editor

Professor, Doctor of Pedagogical Sciences Berkimbayev K.M.

Deputy chief editor

Associate Professor, Ph.D. Pilten Pusat

Responsible secretary

Associate Professor, Ph.D. Baltabayeva A.Yu.

EDITORIAL BOARD

Zhurynov Murat	- President of the National Academy of Sciences of the Republic of Kazakhstan, academician /Kazakhstan/
Demirkoz Melahat Bilge	- Professor, Doctor /Turkey/
Grijibovsky Andrey	- Doctor of Medical Sciences, Professor /Norway/
Kapilla Hose	- Professor, Doctor /Spain/
Kornilov Viktor	- Doctor of Pedagogical Sciences, Professor /Russia/
Myrzakulov Ratbay	- Doctor of Physical and Mathematical Sciences, Professor /Kazakhstan/
Meyer Burghard	- Professor, Doctor /Germany/
Turmetov Batyrhan	- Doctor of Physical and Mathematical Sciences, Professor /Kazakhstan/
Tashpinar Mehmet	- Professor, Doctor /Turkey/
Sagiroglu Sheref	- Professor, Doctor /Turkey/

EDITORIAL COUNCIL

Akbasova Amankul	- Doctor of Technical Sciences, Professor /Kazakhstan/
Akyol Hayati	- Professor, Doctor /Turkey/
Atemova Kalypa	- Doctor of Pedagogical Sciences, Professor /Kazakhstan/
Bulbul Ibrahim	- Professor, Doctor /Turkey/
Buluc Bekir	- Professor, Doctor /Turkey/
Batyrbayev Nurlan	- Candidate of Law, Associate Professor /Kazakhstan/
Gelisli Yucel	- Professor, Doctor /Turkey/
Yergobek Kulbek	- Doctor of Philology, Professor /Kazakhstan/
Essimova Sholpan	- Doctor of Economics, Professor /Kazakhstan/
Zhetibayev Kopzhasar	- Candidate of Historical Sciences, Associate Professor /Kazakhstan/
Zhetpisbayeva Bakhytgul	- Doctor of Pedagogical Sciences, Professor /Kazakhstan/
Yildiz Musa	- Professor, Doctor /Turkey/
Myrzaliyev Borash	- Doctor of Economics, Professor /Kazakhstan/
Tomar Cengiz	- Professor, Doctor /Turkey/
Torybayeva Zhamilya	- Doctor of Pedagogical Sciences, Professor /Kazakhstan/
Umbetov Omirbek	- Doctor of Technical Sciences, Professor /Kazakhstan/
Uzakbayeva Sakhipzhamal	- Doctor of Pedagogical Sciences, Professor /Kazakhstan/
Ydyrys Serikbay	- Doctor of Economics, Professor /Kazakhstan/

ЭКОНОМИКА

UDC 330.1; IRSTI 06.77;
<https://doi.org/10.47526.2020/2664-0686.026>

M.E. MUNASSIPOVA¹✉, S.S. YDYRYS^{2*}

¹*Candidate of Economic Sciences, Associate Professor, Khoja Akhmet Yassawi International Kazakh-Turkish University (Kazakhstan, Turkestan), e-mail: malika.munasipova@ayu.edu.kz*

²*Doctor of Economic Sciences, Professor, Khoja Akhmet Yassawi International Kazakh-Turkish University (Kazakhstan, Turkestan), e-mail: serikbay.idiris@ayu.edu.kz*

**THEORETICAL FOUNDATIONS OF HUMAN RESOURCE MANAGEMENT
IN TERMS OF INNOVATIVE DEVELOPMENT**

The problems of managing the labor market and the employment of the population are given considerable attention by scientists, economists, philosophers, and sociologists. Despite the versatility of research, the problems of human resource management and improving organizational and economic management mechanisms remain insufficiently developed. Only at the regional level of management can we find effective ways to solve the most acute problems of building high-quality labor potential and rational use of labor resources by developing various programs and coordinating the activities of the relevant services.

The main discrepancy between the education system and the labor market comes from the lack of forecasting methods in the workforce and imperfections of the mechanisms of social partnership. This is due to the insufficient funding of educational institutions and lack of job security for graduates. In addition, the low level of education of the economically active population of the region, the insufficiently developed training system for innovative industries, the undeveloped employment system for graduates contributing to the imbalance in the labor market, i.e. with a general quantitative prevalence of labor supply over demand, the most important sectors of the economy were not provided with the required amount of qualified specialists.

The purpose of this study is to substantiate the theoretical and methodological aspects of human resources management and labor potential, to develop proposals and recommendations for improving its organizational and economic mechanism.

Keywords: management, human resource, labor force, employment, education, economics

М.Е. Мунасипова¹, С.С. Ыдырыс²

¹*экономика ғылымдарының кандидаты, доцент*

*Қожа Ахмет Ясауи атындағы Халықаралық қазақ-түрік университеті
(Қазақстан, Түркістан қ.), e-mail: malika.munasipova@ayu.edu.kz*

²*экономика ғылымдарының докторы, профессор*

*Қожа Ахмет Ясауи атындағы Халықаралық қазақ-түрік университеті
(Қазақстан, Түркістан қ.), e-mail: serikbay.idiris@ayu.edu.kz*

**Инновациялық даму шарттарындағы
адами ресурстарды басқарудың теориялық негіздері**

* **Бізге дұрыс сілтеме жасаңыз:**

- Munassipova M.E., Ydyrys S.S. Theoretical foundations of human resource management in terms of innovative development // Ясауи университетінің хабаршысы. – 2020. – №3 (117). – Б. 274–287. <https://doi.org/10.47526.2020/2664-0686.026>

* **Cite us correctly:**

- Munassipova M.E., Ydyrys S.S. Theoretical foundations of human resource management in terms of innovative development // Iasaуı úniversitetiniń habarshysy. – 2020. – №3 (117). – P. 274–287. <https://doi.org/10.47526.2020/2664-0686.026>

Еңбек нарығын басқару және халықты жұмыспен қамту проблемаларына ғалымдар, экономистер, философтар және әлеуметтанушылар үлкен назар аударады. Зерттеулердің әмбебаптығына қарамастан, адами ресурстарды басқару және басқарудың ұйымдастырушылық-экономикалық тетіктері жеткіліксіз дамыған. Менеджменттің аймақтық деңгейінде ғана әр түрлі бағдарламалар әзірлеу және тиісті қызметтердің қызметін үйлестіру арқылы жоғары сапалы еңбек әлеуетін құру және еңбек ресурстарын ұтымды пайдалану мәселелерін шешудің тиімді жолдарын таба аламыз.

Білім беру жүйесі мен еңбек нарығы арасындағы негізгі сәйкессіздік жұмыс күшін болжамдау әдістерінің болмауынан және әлеуметтік серіктестіктің жетілмегендігімен байланысты. Сонымен қатар білім беру ұйымдарының жеткіліксіз қаржыландырылуына және түлектердің жұмыспен қамтылуына байланысты. Сонымен қатар, аймақтың экономикалық белсенді тұрғындарының білім деңгейінің төмендігі, инновациялық индустриялар үшін оқыту жүйесінің жеткіліксіз дамығандығы, еңбек нарығындағы теңгерімсіздікке ықпал ететін түлектерді жұмыспен қамтудың дамымауы, экономиканың маңызды салалары білікті мамандардың қажетті мөлшерімен қамтамасыз етілмеуіне себеп болды.

Мақаланың мақсаты адами ресурстарды және еңбек әлеуетін басқарудың теориялық және әдіснамалық аспектілерін негіздеу, оның ұйымдастырушылық-экономикалық механизмін жетілдіру бойынша ұсыныстарды әзірлеу.

Кілт сөздер: менеджмент, адами ресурстар, жұмыс күші, жұмыспен қамту, білім, экономика

М.Е. Мунасипова¹, С.С. Ыдырыс²

¹кандидат экономикалық ғылымдар, доцент, Международный казахско-түрік университетінің атындағы Ходжа Ахмед Ясауи (Қазақстан, г. Түрікестан), e-mail: malika.munasipova@ayu.edu.kz

²доктор экономикалық ғылымдар, профессор, Международный казахско-түрік университетінің атындағы Ходжа Ахмед Ясауи (Қазақстан, г. Түрікестан), e-mail: serikbay.idiris@ayu.edu.kz

Теоретические основы управления человеческими ресурсами в условиях инновационного развития

Проблемам управления рынком труда и занятости населения уделяется значительное внимание ученых, экономистов, философов и социологов. Несмотря на универсальность исследований, проблемы управления человеческими ресурсами и совершенствования организационных и экономических механизмов управления остаются недостаточно разработанными. Только на региональном уровне управления мы можем найти эффективные пути решения наиболее острых проблем наращивания качественного трудового потенциала и рационального использования трудовых ресурсов путем разработки различных программ и координации деятельности соответствующих служб.

Основное расхождение между системой образования и рынком труда обусловлено отсутствием методов прогнозирования рабочей силы и несовершенством механизмов социального партнерства. Это связано с недостаточным финансированием образовательных учреждений и отсутствием гарантии трудоустройства выпускников. Кроме того, низкий уровень образования экономически активного населения региона, недостаточно развитая система подготовки кадров для инновационных отраслей, неразвитая система занятости выпускников, способствующая дисбалансу на рынке труда, привели к тому, что отрасли экономики не обеспечены необходимым количеством квалифицированных специалистов.

Целью статьи является обоснование теоретических и методологических аспектов управления человеческими ресурсами и трудовым потенциалом, разработка предложений и рекомендаций по совершенствованию его организационно-экономического механизма.

Ключевые слова: управление, человеческие ресурсы, рабочая сила, занятость, образование, экономика.

The competitiveness of a country, as well as its innovative development, directly depend on the quality of the workforce – on their individual abilities, the degree of their training and health. That is why the majority of developed countries in the context of globalization of the world economy produce a significant infusion of financial resources in the industry, ensuring the development of the quality of labor resources and develop their strategies for the formation of labor resources. On this occasion, the former President of the Republic of Kazakhstan in his article «Looking into the Future: Modernizing Public Consciousness» noted: «A special feature of tomorrow is that human competitiveness, rather than the availability of mineral resources, becomes a factor in the success of a nation» [1].

The main indicator of effective human resource management is the provision of employment. Effective employment and the creation of new jobs have always been viewed as a prerequisite and a factor for economic growth.

In State of the Nation Address, N. Nazarbayev says «New development opportunities in the conditions of the fourth industrial revolution» among the main directions of planned policy is to prepare and implement set of measures allowing in the future to switch to high-quality employment of the population through the formation of effective labor market conditions so that everyone can realize their potential [2]. One of the effective methods for implementing the planned personnel policy is to upgrade the system of professional education. The main efforts for its implementation should be aimed at providing support for priority areas of professional training on the basis of a single registration system. It needs to be developed taking into account the prospects of economic sectors, scientific and technical progress, the redevelopment of educational institutions, which is based on the needs of the region qualifications and their integration into the production process. It is now officially recognized that vocational education does not have a stable connection with the labor market, i.e. the link between the educational institutions and the needs of the labor market has been broken.

The evolution of theoretical approaches to human resource management

The art and science of management has been developed throughout the world history. Even the first representatives of mankind, united in tribal communities, daily solved the problems of using their own physical strength and intellectual resources, faced with issues of division of labor, labor motivation and discipline. Back to that period, three areas began to emerge in the management of the human community:

- political direction, ensuring order in society;
- economic direction, consisting in the search, production and distribution of limited resources;
- defensive direction, ensuring the safety of members of society.

In the scientific literature there is an opinion that the formation of the scientific foundations of management is associated with the last decades of the last century. However, it is irrefutably proved that management as a science originates not from the works of American engineers of the late XIX century, but much earlier.

For the first time, management was mentioned in works of ancient thinkers, in which they talked about the art of managing people in various matters, including trade, war, diplomacy, etc. It was from these times that mankind began to search for effective ways of management. As history shows, the ancient Roman and ancient Chinese commanders, statesmen, and merchants in sufficient numbers possessed sophisticated methods and control secrets. Unfortunately, many of them were subsequently lost. Therefore, in the Renaissance, the science of management was recreated almost

anew, often consciously or unconsciously repeating the ideas of ancient scholars and at the same time enriching management thought with new principles, new knowledge of a given era [3].

The foundations of Marxism-Leninism laid the foundation of scientific knowledge about management within the framework of socialist economic management. However, many of their approaches to management were in no way associated with the type of socio-economic structure. In this regard, the individual management approaches should be discussed in more detail. So, one of the irrefutable tenets of the classics of Marxism-Leninism says that an objective need for coordination and coordination of the activities of participants in joint labor arises with the emergence of cooperation of labor, when people perform joint labor to achieve the goal. Labor cooperation contributes to the formation and development of a special type of labor activity – managerial labor. As K. Marx remarks, «every kind of direct social or joint labor, carried out on a relatively large scale, requires a greater or lesser degree of control, which establishes consistency between individual workers and performs common functions arising from the movement of the entire production, unlike movement its independent bodies» [4].

Management, as is known, is a very complex and peculiar process that has a complex character. Therefore, it is not accidental that many researchers of management issues consider it not only a science, but also an art.

It should be noted that theoretical and applied problems of management in foreign literature are given great attention [5; 6; 7; 8, etc.]. F. Taylor is rightfully considered the founder of applied aspects of production management. An organizational and technological approach to management, formulated by F. Taylor, was further developed in the works of G.L. Gant, spouses F.i.L. Gilbret, G. Emerson, G. Ford and others. The main merit of Taylor and his followers, in our opinion, lies in the development of the following principles of scientific management [9]:

- the use of scientific analysis to determine the best ways to perform the task;
- selection of workers more suitable for certain tasks, and their training;
- providing workers with the resources required for the effective implementation of tasks;
- systematic and rational use of material incentives to increase productivity;
- making planning and thinking as a separate process;
- approval of management as an independent form of activity and the formation of management functions.

The founder of the administrative school A. Fayol made a major contribution to the development of management theory. He developed 14 principles of management applied to the activities of the highest management level. Not dwelling in detail on these principles, we only note that, according to A. Fayol, the management principles are the basic rules that determine the construction and operation of the management system; these are the most important requirements, compliance with which ensures effective management [10].

At the end of the 20s century, the concept of “human relations” was advanced by American scientists E. Mayo and F. Roelzlisberger, the essence of which was as follows: labor productivity depends not only and not so much on production organization methods, but on how managers relate to performers. In other words, researchers linked the increase in labor productivity, first of all, not with the mechanical, but with the human factor. According to the theory of «scientific management», decisions made on the upper floors of power kill creativity, limit the independence of workers, inhibit their development, create antagonism between workers and their leaders. This situation ultimately affects labor productivity [11]. It should be noted that the concept of human resource management has made a significant contribution to the evolution of management practices and the training of future managers.

From about the end of the 1950s, the school of human relations gradually transformed into a school of «behavioral sciences», the main postulate of which was not methods of establishing interpersonal relations, but increasing the efficiency of an individual worker and organization as a whole based on the behavioral sciences. The main goal of the «behavioral school» was to assist the

employee in his awareness of his capabilities, in uncovering his creative potential, and also in increasing the effectiveness of the organization's activities through the rational use of human resources. The most prominent representatives of this trend were R. Likert, D. Mac-Gregor and A. Maslow. Their research led to the emergence of a special managerial function in the 1960s – personnel management.

In 90s century, three trends emerged in the development of management: Some return to the past, namely the awareness of the significance of the material, technical base of modern production and services. This was due to the increased influence of technical progress on the achievement of the goals of the organization, increasing the role of labor productivity and product quality;

Increasing attention to organizational culture, as well as to various forms of democratization, for example, the participation of ordinary workers in profits and the implementation of management functions;

- strengthening the international character of governance.

Based on the above, it can be stated that in recent years there have been significant changes in the theory and practice of management abroad, requiring careful study and application in various fields of activity, taking into account domestic specifics.

Today, there is no single point of view among scientists regarding the definition of the essence of the concept of «governance». This state of affairs can be explained, it seems to us, by not enough research on the methodological aspects of this category. Thus, the largest Soviet scientist in the field of management D. Gvishiani noted that «...the methodology of management science is the least highlighted in the literature. There are still a lot of «white spots», the disclosure of which to a large extent determines the development of this new field of knowledge» [12].

In addition, there is no complete clarity regarding the concepts and terms used in management science. For example, the relation between such concepts as «management» and «management» is not entirely clear. According to some economists, «management» is a broader concept than «leadership». While others believe that «governance» is an integral part of the term «leadership». According to the third point of view, in particular, Gross D., these concepts should not be opposed, but interchanged [13]. In our opinion, «leadership» is still a narrower concept than «governance»; they cannot replace each other, because people can be managed, and systems should be managed.

However, the term «management» is in close connection with such a concept as «management». To determine the relationship and interrelation of these concepts, it is necessary to elaborate on the existing definitions of management and management. According to Ambartsumov A. and Sterlikova F., management is an element, a function of organizational systems that ensures the preservation of a certain structure, the maintenance of the activity regime, the implementation of the program and the achievement of the activity goals [14]. A rather similar definition of management is given by the authors of the «Theory of Management training course». So, they believe that management is a function of organized systems of various nature (biological, social, technical), ensuring the preservation of their specific structure, maintenance of the activity regime, implementation of the program and activity goals [15]. A somewhat different point of view is shared by Vesnin V., who understands, under the direction of «conscious, purposeful human activity, with the help of which he controls and subordinates elements of the external environment – society, living and inanimate nature, technology» to his interests [16]. In the work «The Art of Management», V. Knorring notes that «management is a continuous and purposeful process of influencing a controlled object, which can be a technological installation, a team or an individual» [17]. More specifically, it seems to us, defines the content of the concept «management» V. Afanasyev. He emphasizes that management is always carried out in systems, always connected with the system [18].

In the generally accepted sense, management refers to a conscious, continuous impact on the part of a subject on a control object on the basis of a specially developed mechanism of such impact, ensuring the achievement of the goals facing the control subject in specific business

conditions. Without going into a more detailed analysis of the wording of the concept of «management», in the future management will be understood as the systematically carried out conscious, purposeful impact of the control subject on the control object and its individual elements to achieve the goals of the controlled system as a whole. The type and nature of such exposure may be different. At the same time, sustainable and widely used management methods are being formed. In the process of human resource management, it seems to us, it is advisable to use mainly two methods of management – administrative and economic.

Administrative methods involve a direct impact on the managed object, act as a state directive and are binding. In a market economy, the scope of their application is sharply narrowed, but not completely eliminated. In relation to the employment management processes in territorial entities, administrative methods can be used in determining the boundaries of working age, working week, the amount of funding for regional employment services at the expense of the republican budget, in determining the amount of unemployment benefits and some other benefits and guarantees. In the conditions of mass release of workers. The administrative mechanism for managing human resources should be based on the social partnership of the state, employers and workers, on the establishment of permanent stable relationships between them when solving problems of employment and reducing unemployment.

For the modern stage of development of the economy is characterized by the transition from administrative management methods to other – economic – management methods. These methods are associated with the use of tools and instruments that stimulate the economic interest of the managed object in the solution of certain tasks without administrative measures. Economic measures include the financing of all major areas of employment assistance and social protection of the unemployed. These include: stimulating enterprises to create new jobs; preferential taxation; a loan for the creation of new jobs; hiring people in need of social protection; and the use of economic sanctions in the form of fines for hiding vacancies, for refusing to hire.

With regard to the management of employment, the spectrum of application of economic management methods is quite wide. It includes the introduction of self-supporting principles of relations between local authorities and self-government with enterprises based on the establishment of various standards for payment for personnel of enterprises, for the use of land resources, for the use of water resources, fines for dumping wastewater and pollution of the basin, etc. At the same time, it is necessary to expand the cost-accounting relations of enterprises with educational institutions that train the required personnel, as well as with centers for their retraining. At the level of enterprises and organizations, economic management methods are used in setting prices for the production of certain types of products limited opportunities, determining the size of taxes on the profits of an enterprise, forming wage funds for groups, organizing wages of direct executors th etc.

It should be noted that in practice, administrative and economic management methods are closely interconnected. On the one hand, administrative methods must take into account the economic interests of subjects of management at various hierarchical levels, and on the other hand, the application of economic methods requires a certain administrative regulation of the processes arising in this process.

A constructive basis of administrative and economic methods of labor resources management are organizational management methods. The essence of these methods lies in the implementation of economic and administrative management methods based on the creation of additional structures in the human resources management system. In addition, organizational management methods are implemented in the form of regulatory documents that establish a clear order of organization of activities of both the object and the subject of management. Obviously, the formation of an effective mechanism for regulating the labor market involves the interaction of all its constituent elements in the complex. Only under this condition can the most favorable opportunities for employment and reduce unemployment be created.

In the scientific literature there are such types of management as industrial, technical, state, administrative, economic or economic. According to Vesnin V., the term «management» is used throughout the world to refer to the last of these types of management [20].

Thanks to the Americans, the English word «management» became known to almost every educated person. In a simplified understanding, management refers to the ability to achieve goals based on the use of labor, intelligence and other people's behavior motives. In the Russian interpretation, management is the management, function, and type of activity that leads people in a wide variety of organizations. At the same time, management is an area of human knowledge that helps to perform this function. However, it should be remembered that «management» is not just economic management. It takes place only when the economic entity is completely free, operates in the conditions of the market and is guided by its needs and requirements, regardless of whether it aims at making a profit or not. From this point of view, «management» is a narrower concept compared to the term «management», since it is considered one of the types of management. For example, it is not entirely correct, in our opinion, that the combination of the words «labor market management» sounds. While the expression «labor market management» largely corresponds to our vision of the essence of the definition «management».

In addition to the above concepts, researchers in the problems of the functioning of the labor market use other terms, the contents of which should be discussed in more detail. First of all, it is necessary to identify the differences between such concepts as «employment policy» and «labor market policy». The most clear differences between these concepts, we think, are given in the works of A. Semenov [21]. The state employment policy, as the researcher believes, is an expression of the constitutional rights of citizens to use their abilities for entrepreneurial and other economic activities. These rights include the free disposal of citizens of their abilities, both to work and to the choice of activities. The principles of the state employment policy, formulated in Article 5 of the Law of the Republic of Kazakhstan «On Employment», may require some addition [21]. In our opinion, the principles of the state to form a rational employment structure should be added to the principles of state employment policy. This structure should meet the social needs and requirements of the market, and promote the achievement of a balanced supply of labor and workplaces. In addition, a rational structure of employment of the population involves the creation of new jobs, the development of labor and intellectual potential, the improvement of training and retraining systems.

It should be noted that in all macroeconomic policies, the employment policy should remain a priority. The working population of the republic is the object of the state employment policy, and the Government and the Ministry of Labor and Social Protection of the Republic of Kazakhstan are the subjects of its practical implementation.

Labor market policy as an integral part of the general employment policy of the population solves private tasks related to the elimination of emerging imbalances and imbalances in the labor sphere in the process of the market economy. Its main task is to minimize the socio-economic costs of unemployment and to increase the mobility and competitiveness of the workforce. The object of the state policy on the labor market is the unoccupied economically active population, and the subjects are the Government and the Ministry of Labor and Social Protection of the Republic of Kazakhstan.

As it turned out, the individual researchers considered above concepts are perceived almost as synonyms. For example, when studying the problem of regulating regional labor markets, Baranenkova T. simultaneously addresses the regulation of employment, including in the context of the region [22]. Being engaged in the study of labor market policies, G. Slezinger speaks about the regulation of domestic labor markets at the regional level [23]. It remains unclear why in some cases the authors use the term «policy», and in another case – «regulation». Maybe this is due to the level at which the problem is being studied – at the state level as a whole or at the regional level. In his works, Katulsky E. points out that for the practical management of the processes of using labor

resources in the national economy, the national average is not enough. However, he emphasizes that the labor market needs state regulation [23].

According to the point of view of some scientists, «regulation» should be considered as a certain control function. In other words, regulation is an integral part of management. For example, Fatkhuddinov R. adheres to such a position in his works. He considers regulation to be a management function for studying changes in environmental factors. These factors affect the quality of management decisions and the efficiency of the company's management system [24].

This approach is more consistent with the position we share. In our opinion, «regulation» is a narrower concept than «management». After all, it is more expedient to regulate individual processes of the system as a whole, for example, the duration of the working day, the duration of vacations, the development of self-employment, etc. At the same time, a system with a specific goal, based on the goals and objectives of its operation developed by the subject of management, should be managed but not regulated.

Human resources management, as it seems to us, is an integral part of production management, aimed at ensuring employment of the working-age population, at its optimal distribution by sectors of the economy, at meeting the needs of the national economy for qualified personnel. The workforce management system consists of two levels. That is, in the external labor market, labor resources are managed at the level of the state (region), and at the internal one – at the level of an individual enterprise. The labor resources management system is formed from three interrelated subsystems: managing the process of forming labor resources, regulating the process of allocating labor resources, and managing the process of using labor resources (Figure 1). It should be noted that in the conditions of the market in the process of creating jobs and distributing labor resources, the value of the state somewhat decreases, since the state can manage only the processes of reproduction of labor resources and their use. And the processes of creating jobs and allocating labor resources by the state should be regulated. Because of this, the strengthening of state regulation in relation to the process of distribution of labor resources and the process of job creation, including for target groups of the population, is becoming highly relevant. Target groups are known to include young people under the age of 23; children from orphanages; orphans and children left without parental care; single parents and families with many children; repatriates; persons of pre-retirement age.

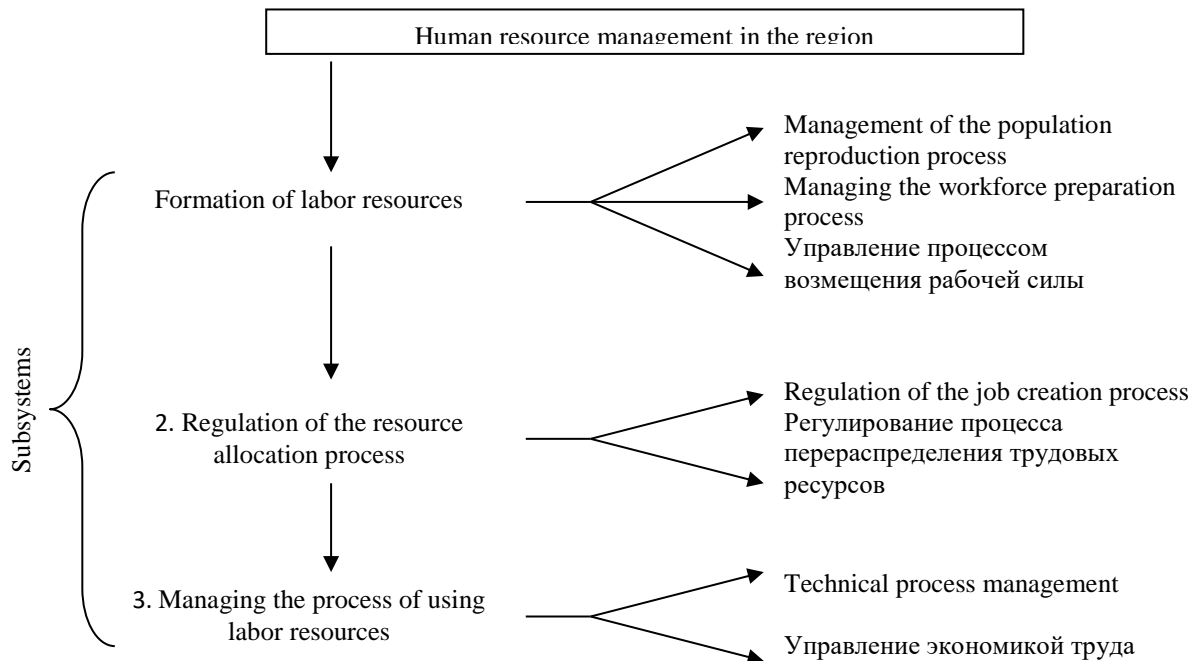


Figure 1 – The recommended system of labor resources management in market conditions

Note: compiled by the author

Based on a synthesis of the above, it can be stated that human resources management, both at the state level and at the enterprise level, should be considered as interconnected subsystems. These subsystems should be aimed at achieving optimal and efficient use of available labor resources. It is necessary to take into account the labor potential of the region. Such management of human resources will not only contribute to the development of the economy, but also ensure the achievement of a high quality of life of the population as the ultimate goal of the country's economic development.

However, in modern conditions of the development of society, the relevance of the problem of labor resources management has decreased and somewhat transformed. Obviously, this is due to the fact that global changes occurring in the world due to industrial and technological revolutions cause governments to transform human resources management policies into human capital development policies. According to experts, the fourth industrial revolution will change not only what makes humanity but humanity itself. It will affect the identity of people and everything connected with it. Until 2030, according to experts, about 60 professions will disappear in various fields, and 180 new ones will appear at the same time. According to the ILO Chairperson's Report on Human Development, over the next 5 years, more than a third of the knowledge and skills needed for work will change [25]. This is a serious challenge that necessitates strengthening efforts to improve human capital in all aspects: education, health care, development of the labor market, and social protection systems.

Labor market as the main indicator of efficiency of use of labor resources

In the conditions of market relations, the further development of the economy of the republic largely depends on the state of labor resources, namely on the quantity and quality of the population engaged in their labor activity. In this regard, the idea that the living labor of a given country or people is the main foundation that feeds every economic economy remains relevant. And any reduction or expansion of this fund has a huge impact on the overall rate of economic development [26].

The results of the study of domestic and foreign scientists have shown that labor, more precisely, a person's ability to perform a certain job, is a specific product that is freely sold and bought on the labor market. On this basis, some researchers consider the use of such a term as «labor market» to be unlawful. According to the point of view of Sarukhanov E., the market is a set of economic relations that arise between the owner of labor (the seller) and its buyer regarding the workplace for the production of goods or services [26].

In other words, in the market, it is not labor itself that is offered to the owner of the workplace as labor, namely the ability of the worker to productive labor. It is not possible to sell labor on the market, because at the time of the sale of labor, labor as such does not yet exist. In this regard, Sarukhanov E. argues that, speaking of the market, one should not talk about the labor market, but about the labor market.

A similar approach is observed in the works of other researchers. So, German scientists-economists Merkel V. and Shenher G., describing the relationship between workers and employers, in a concrete form speak about the labor market [26]. Together with them, the compilers of a dictionary on a market economy believe that the system of relations concerning the conditions of sale and purchase of labor reflects only the term «labor market». The labor market includes the relationship between employees and employers. At the same time, the relations of each of them with other subjects regarding the transfer of part of their own functions are built on the basis of voluntary alienation in their favor of the part of the income that is received for the use of labor.

It is necessary to take into account the fact that the owner of the labor force in the market has the opportunity to get a specific job. Here he can work, showing his abilities and earning money for the further reproduction of labor. While the owner of the workplace there are economic conditions for profit. This is how economic relations of employment arise between the seller of labor, on the

one hand, and the owner of the workplace and the means of production, on the other. By firm conviction Sarukhanov E., such relationships determine the true content of the labor market as an employment market.

According to the point of view of E. Sarukhanov, it is not the labor that is sold on the labor market, but a person's ability to work, and therefore not the labor market, but the employment market. In our opinion, the legitimacy of replacing the concept of «labor market» with «employment market» is very doubtful. The reason for this is the fact that the labor market reflects relationships areas of exchange, while employment is the process of consuming labor in production.

Nevertheless, the question of goods sold in the labor market remains controversial. Speaking as an opponent in relation to E. Sarukhanov, Rofe A. tries to prove that it is the labor that is sold on the market, but not the labor force. His arguments in favor of his own point of view are as follows. Between the employee and the buyer is an agreement about the forthcoming work, payment and other working conditions. It is unlikely that the employer needs only the ability to work without realizing it, so he buys and pays for the upcoming work of the employee. When selling labor in a competitive market, an equivalent exchange takes place, since wages are wages for the use of labor, i.e. – for work. Ultimately, the employer becomes the owner of the results of labor, and the employee receives appropriate remuneration for his labor. In such a controversial question for theorists, Tkachenko A. takes about the same position [26].

The position stated above by E. Sarukhanov, in our opinion, is quite reasonable and fair. After all, such concepts as «labor market» or «employment market» are more accurate than the term «labor market» because they characterize the relationship between the owner of the workplace and the owner of the labor force during the bidding process for a particular person.

Now let us dwell in more detail directly on the concept of «labor market». The definition of this term is given by many, both domestic and foreign researchers. For example, Kazakhstani researchers argue that the labor market as an economic category is a complex system of relations about the exchange of individual abilities to work for a fund of means of subsistence. These funds are necessary for a person to reproduce his labor force, to place an employee in the system of social division of labor. In the narrow interpretation of this term, the labor market is considered as one of the mechanisms for coordinating the demand for labor on the part of employers and the supply of labor on the part of people willing to become employees. According to B. Tatibekov's point of view, a labor market can be understood as a system that has such important characteristics as the emergence of competition among employers and workers, as well as the availability of appropriate infrastructure [27, p. 56]. Indeed, the labor market, performing the functions of a true connoisseur of labor, at the same time contributes to the development of competition between employers and between employees.

At the same time, Tkachenko A. understands the labor market as the totality of all economic relations between supply and demand for labor [27, p. 65]. He believes that these relations are entered, on the one hand, by employers as economic units, on the other hand, by persons wishing to become employees and, on the third, by the state in order to implement their policies in the labor market and to regulate the public sector's demand for labor. At the same time, in the given relations take part also associations of businessmen and hired workers who render direct influence on a condition of a labor market.

A broader interpretation of the labor market is given by Bulanov V., who defines the labor market as a complex of social and labor relations regarding the conditions of employment and use of labor. The most important among them are the relations arising in connection with the exchange of a functioning workforce for the means of life, for real wages. Along with the fact that the labor market is an economic category, it should also be considered as a specific, historically established mechanism of self-regulation. This mechanism implements a certain range of social and labor relations on the basis of information received in the form of the price of labor; contributes to achieving a balance of interests between workers, employers and the state [27].

A detailed description of the labor market in his works was given by Kashepov A. By the labor market, he understands the system of social relations and social norms and institutions. At the same time, they include in the social relations the relationships that arise between legally free workers and employers. Social norms and institutions, including legal ones, ensure reproduction; exchange, that is, the sale and purchase at a price determined mainly by the supply-demand ratio; and the use of labor.

From the other, in our opinion, narrower definitions, this formulation of the labor market has a fundamental difference. In other words, in his definition of the labor market, the author refers to him not only the sphere of exchange (purchase and sale) of labor, but also the sphere of reproduction of labor potential (market mechanisms of education, vocational training), as well as the sphere of labor use (market mechanisms by production personnel).

The development of the economy of the Republic of Kazakhstan has convincingly shown that over the years, one of the most important and at the same time particularly difficult problems of the socio-economic transformation of the country has been the formation of a mechanism for regulating the labor market. Developing this mechanism is connected with the solution of many tasks of different content and form. In no country in the world is the labor market at the mercy of the elements. The mechanism of self-regulation, of course, is not able to solve the problems of the market by itself without government intervention. Therefore, the formation and formation of the labor market should be directly related to the regulation of ongoing processes. At the same time, along with market mechanisms, regulatory mechanisms exist within the framework of individual corporations, states, and also interstate entities that exist, develop and interact. The primary sphere of this regulation is the most important need of the population – employment, which ensures the formation of the main productive force of society.

Regulation of the labor market and employment of the population of the Republic of Kazakhstan is possible with the formation of the following components:

- creating and improving the regulatory framework in the field of employment;
- Determining the priorities of the national employment policy;
- Selection of the model of the domestic labor market;
- development of a strategy for regulating the labor market for a medium- and long-term strategy;
- formation of the organizational and economic mechanism of the labor market to ensure effective employment of the population on a national scale and at the regional level.

Conclusion

As of today, the labor market in the republic, it can be said, has already been formed, but the mechanisms for its regulation still need to be improved. In this regard, it is advisable to refer to the experience of countries with developed market economies in regulating the labor market and employment in order to determine the possibilities of applying this experience in the country.

The state takes a very active position in the implementation of the state employment policy in Sweden, due to which the unemployment rate in the country has remained minimal for many years. The main focus of the labor market policy is not the promotion of those who have already lost their jobs, but the prevention of unemployment.

Full employment in the country is achieved through the implementation of the following measures:

- the implementation of restrictive fiscal policies aimed at supporting less profitable enterprises and restraining the profits of high-income firms. This reduces inflationary competition between firms while increasing wages.
- the implementation of the policy of «solidarity» in wages. This policy is aimed at the implementation of the principle of «equal pay for equal work» regardless of the financial condition of certain firms. This encourages low-profit enterprises to reduce the number of employees and stop their activities, and high-profit firms to limit the level of wages below their capabilities;

- the implementation of an active employment policy through the creation of new jobs, employment, retraining, vocational rehabilitation of the unemployed, support for the disabled and young people. To increase the interest of employers, they are allocated significant subsidies;
- support of employment in sectors of the economy that have low performance, but provide a solution to social problems.

BIBLIOGRAPHY

1. Назарбаев Н.А. Взгляд в будущее: модернизация общественного сознания // Казахстанская правда. – 2017.
2. Назарбаев Н.А. «Новые возможности развития в условиях четвертой промышленной революции»: Послание народу Казахстана Президента Республики Казахстан Н.А. Назарбаева // Казахстанская правда. – 2018.
3. Ebert F and Posthuma A, Labour Provisions in Trade Agreements. International Institute for Labour Studies (ILO) // Discussion Paper No. 205, 2011.
4. Mosley L., Labor Rights and Multinational Production. – Cambridge: Cambridge University Press, 2011.
5. Findıkcı İlhamı, İnsan Kaynakları Yönetimi (7. Baskı). – İstanbul: Alfa Yayınları, 2009.
6. Hepple B., Labour Laws and Global Trade. – Oxford: Hart., 2005.
7. Martin-Alcazar Fernando, Romero-Fernandez Pedro M. ve Sanchez-Gardey Gonzalo, Strategic human resource management: integrating the universalistic, contingent, configurational and contextual perspectives // International Journal of Human Resource Management. – 2005. – 16, 5. – S. 633–659.
8. Brown C and van der Linden M, Shifting Boundaries between Free and Unfree Labor: Introduction. International Labor and Working-Class History, 2010, 78 (1): 4-11.
9. Armstrong, Michael, Strategic Human Resource Management-A Guide to Action, 4th. Ed, London, Kogan Page, 2008.
10. Bolat, Tamer, Oya Aytemiz Seymen, Oya İnci Bolat, Barış Erdem: Yönetim ve Organizasyon. – Ankara, Detay Yayıncılık, 2009.
11. Закон Республики Казахстан «О занятости населения» от 30 января 2003 г.
12. Бараненкова Т. Состояние региональных рынков труда РФ и проблемы их регулирования // Проблемы теории и практики управления. – 1998. – №4. – С. 55.
13. Koçel, Tamer: İşletme Yöneticiliği, 16. Baskı, İstanbul, Beta Yayınları, 2015.
14. Мухамбетова Л.К., Чимгентбаева Г., Мунасипова М.Е. Проблемы формирования и развития качественных человеческих ресурсов в Казахстане // Вестник КазНУ. – 2017. – №4.
15. Закон Республики Казахстан «О труде в Республике Казахстан» от 10 декабря 1999 г.
16. Autor, D.H., Dorn, D., & Hanson, G.H. The China shock: Learning from labor-market adjustment to large changes in trade // Annual Review of Economics, 8, 205–240, 2016.
17. Birdsall, N, The (Indispensable) Middle Class in Developing Countries, in Kanbur, K, Spence, M, ed., Equity and Growth in a Globalizing World. – Washington: World Bank, 2010. – P. 157–189.
18. Conventions and Recommendations of the International Labor Organization. – Volume III. – P. 1775.
19. Ulrich, Dave, Wayne Brockbank, Dani Johnson: The Role of Strategy Architect in the Strategic HR Organization // People & Strategy. – С. 32. – No:1, 2009. – s. 26.
20. Brecher, R.A., & Chen, Z. (2010). Unemployment of skilled and unskilled labor in an open economy: International trade, migration, and outsourcing. Review of International Economics, 18(5), 990–1000.

21. Adascalitei, D. and C. Pignatti, Labour market reforms since the crisis: Drivers and consequences. Research Department Working Paper 5. Geneva: International Labour Organization, 2015.
22. Dao, M.C., and Loungani, P., The Tragedy of Unemployment // Finance and Development, December 2010, Vol. 47, No. 4.
23. Bingöl, Dursun. İnsan Kaynakları Yönetimi, 10. Baskı, Beta Basım, İstanbul, 2016.
24. Eren, Erol. Örgütsel Davranış ve Yönetim Psikolojisi, 15. Baskı, Beta Yayıncılık, İstanbul, 2015.
25. Kohli, H.A, A Szyf, and D Arnold, Construction and Analysis of a Global GDP Growth Model for 185 Countries through 2050 // Global Journal of Emerging Market Economies, Vol. 4, No.91, 2012.
26. Bhaskaran, M, et al, Inequality and the Need for a New Social Compact, 2012.
27. Kenworthy, L., The High-Employment Route to Low Inequality // Challenge, Vol. 52, No. 5, 2009, pp. 77–99.

REFERENCES

1. Nazarbaev N.A. Vzgljad v bydyee: modernizatsiia obestvennogo soznaniia // Kazhstanskaia pravda. – 2017.
2. Nazarbaev N.A. «Novye vozmojnosti razvitiia v ýsloviiah chetvertoı promyshlennoı revoliýtsii»: Poslanie narodý Kazhstana Prezidenta Respýblikı Kazhstan N.A. Nazarbaeva // Kazhstanskaia pravda. – 2018.
3. Ebert F and Posthuma A, Labour Provisions in Trade Agreements. International Institute for Labour Studies (ILO) // Discussion Paper No. 205, 2011.
4. Mosley L., Labor Rights and Multinational Production. – Cambridge: Cambridge University Press, 2011.
5. Fındıççı İlhamı, İnsan Kaynakları Yönetimi (7. Baskı). – İstanbul: Alfa Yayınları, 2009.
6. Hepple B., Labour Laws and Global Trade. – Oxford: Hart., 2005.
7. Martin-Alcazar Fernando, Romero-Fernandez Pedro M. ve Sanchez-Gardey Gonzalo, Strategic human resource management: integrating the universalistic, contingent, configurational and contextual perspectives // International Journal of Human Resource Management. – 2005. – 16, 5. – S. 633–659.
8. Brown C and van der Linden M, Shifting Boundaries between Free and Unfree Labor: Introduction. International Labor and Working-Class History, 2010, 78 (1): 4-11.
9. Armstrong, Michael, Strategic Human Resource Management-A Guide to Action, 4th. Ed, London, Kogan Page, 2008.
10. Bolat, Tamer, Oya Aytemiz Seymen, Oya İnci Bolat, Barış Erdem: Yönetim ve Organizasyon. – Ankara, Detay Yayıncılık, 2009.
11. Zakon Respýblikı Kazhstan «O zaniatosti naseleniia» ot 30 ianvaria 2003 g.
12. Baranenkova T. Sostoianie regionalnyh rynkov trýda RF ı problemy ih regýlirovaniia // Problemy teorii ı praktiki ýpravleniia. – 1998. – №4. – S. 55.
13. Koçel, Tamer: İşletme Yöneticiliği, 16. Baskı, İstanbul, Beta Yayınları, 2015.
14. Mýhambetova L.K., Chimgentbaeva G., Mýnasıpova M.E. Problemy formirovaniia ı razvitiia kachestvennyh chelovecheskih resýrsov v Kazhstane // Vestnik KazNÝ. – 2017. – №4.
15. Zakon Respýblikı Kazhstan «O trýde v Respýblike Kazhstan» ot 10 dekabria 1999 g.
16. Autor, D.H., Dorn, D., & Hanson, G.H. The China shock: Learning from labor-market adjustment to large changes in trade // Annual Review of Economics, 8, 205-240, 2016.
17. Birdsall, N, The (Indispensable) Middle Class in Developing Countries, in Kanbur, K, Spence, M, ed., Equity and Growth in a Globalizing World. – Washington: World Bank, 2010. – P. 157–189.

18. Conventions and Recommendations of the International Labor Organization. – Volume III. – P. 1775.
19. Ulrich, Dave, Wayne Brockbank, Dani Johnson: The Role of Strategy Architect in the Strategic HR Organization // *People & Strategy*. – C.32. – No:1, 2009. – s. 26.
20. Brecher, R.A., & Chen, Z. (2010). Unemployment of skilled and unskilled labor in an open economy: International trade, migration, and outsourcing. *Review of International Economics*, 18(5), 990–1000.
21. Adascalitei, D. and C. Pignatti, Labour market reforms since the crisis: Drivers and consequences. Research Department Working Paper 5. Geneva: International Labour Organization, 2015.
22. Dao, M.C., and Loungani, P., The Tragedy of Unemployment // *Finance and Development*, December 2010, Vol. 47, No. 4.
23. Bingöl, Dursun. İnsan Kaynakları Yönetimi, 10. Baskı, Beta Basım, İstanbul, 2016.
24. Eren, Erol. Örgütsel Davranış ve Yönetim Psikolojisi, 15. Baskı, Beta Yayıncılık, İstanbul, 2015.
25. Kohli, H.A, A Szyf, and D Arnold, Construction and Analysis of a Global GDP Growth Model for 185 Countries through 2050 // *Global Journal of Emerging Market Economies*, Vol. 4, No. 91, 2012.
26. Bhaskaran, M, et al, Inequality and the Need for a New Social Compact, 2012.
27. Kenworthy, L., The High-Employment Route to Low Inequality // *Challenge*, Vol. 52, No. 5, 2009, pp. 77–99.

**ЯСАУИ УНИВЕРСИТЕТІНІҢ ХАБАРШЫСЫ
YESEVI ÜNİVERSİTESİ HABARŞISI**

Редакцияның мекен-жайы
*161200, Қазақстан Республикасы, Түркістан облысы, Түркістан қаласы,
ХҚТУ қалашығы, Б.Саттархан даңғылы, №29В, Бас ғимарат, 404-бөлме*
☎(8-725-33) 6-38-26
E-mail: khabarshi.iktu@ayu.edu.kz

Ғылыми редакторлар: ф.ғ.к., профессор Сердәлі Бекжігіт,
ф.ғ.к., доцент Мансұров Нұрлан,
ф.ғ.к. Семіз Кенан
Аға редактор: Әбілдаева Гүлжан
Редактор: Садыкова Айгүл

Жарияланған мақала авторының пікірі редакция көзқарасын білдірмейді.
Мақала мазмұнына автор жауап береді.
Қолжазбалар өңделеді және авторларға қайтарылмайды.
«Ясауи университетінің хабаршысына» жарияланған материалдарды
сілтемесіз көшіріп басуға болмайды.

*Журнал Қожса Ахмет Ясауи атындағы
Халықаралық қазақ-түрік университетінің
«Тұран» баспаханасында көбейтілді.*
Басуға 30.09.2020 ж. қол қойылды. Пішімі 60X84/8. Қағазы офсеттік.
Шартты баспа табағы 22.5. Таралымы 200 дана. Тапсырыс 723. ©

Баспахана мекен-жайы:
*161200, Қазақстан Республикасы, Түркістан облысы, Түркістан қаласы,
ХҚТУ қалашығы, Б.Саттархан даңғылы, №29В, 2-ші ғимарат*
☎(8-725-33) 6-37-21 (1080), (1083)
E-mail: turanbaspasi@ayu.edu.kz