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### RESEARCH ARTICLE

## THE INSTITUTE OF ROTATION IN THE SYSTEM OF STATE GOVERNMENT: CONCEPT AND ESSENCE.

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### Abstract

The purpose of this research is to analyze concept and essence of the institute of rotation in the system of state government in the Republic of Uzbekistan. This research draws upon main trends and directions of development of institute of rotation in the system of state government and its constitutional-legal status. Also the essence of the institute of rotation in the system of state government in Uzbekistan is identified.

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### Introduction:-

Recently considerable work on directing guarantee rights and freedom of people, construction of lawful democratic state and civil society in the country has been done in Uzbekistan. These successive reforms are realized hence the principle "State is main reformer", "From powerful state to powerful civil society". In its turn taking into consideration the activities of state power bodies are proceeded by it's workers, it becomes obviously that requirement to state is the requirement to it's workers too. From it follows that "In providing state development of country, protection of citizens' interests, in the whole, in fulfilling its tasks successfully right adjustment of state service plays important role. So, for the right organization of institute of state service, their effective using it is necessary to learn theoretical ideas, defining main principles of organization and execution of activities of this institute and apply them in practice<sup>1</sup>.

Entirely joining above mentioned it is necessary to emphasize in providing execution of state workers service duties in high level we mustn't rely on only their personnel characteristics but also it is necessary to pay attention to placing of personnel, improvement self-regulating, self-developing mechanism in this direction. So, at present state sets many concrete tasks before workers and their fulfilling in time is important for the fate of the country. Filling all objective and subjective emptiness in providing effective state service and also application all possible measures for further improvement of professional level of state workers is important requirement of present day. As such measures it would be a good thing to consider different forms and methods of organization of state service. Partly, it is important to provide effectiveness of state service, for this application of institute rotation as a mechanism of placing personnel self-regulating and self-developing mechanism. And this in its turn assumes making guarantee of application of institute rotation in organization of institute rotation, it is necessary to analyze it's scientific theoretical base, to define lawful position of state workers and hence positive and negative aspects it's influence on

<sup>1</sup> Baranchev S.V. Quality of rotation managers' staff as a factor of competitiveness of organization. Part I. – M., 2006. – P.139.

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the governing process. For this, it is required to analyze questions connected with notion of institute rotation, to make things clear to views on this case.

In juridical dictionary is noted that the concept rotation comes from the word “rotatio”, which means “circle, movement in a circle”<sup>2</sup>. Together with this, *notion* rotation is treated differently by scientists in juridical literature. In the first case rotation means learning and in this for gaining new knowledge and skills workers will be transferred to different positions temporarily<sup>3</sup>; secondly rotation comes from Latin word “rotation”, which means circle, move, in turn, transfer, take definite position, in turn, renew personnel<sup>4</sup>; the third tract – *in accordance with* theory of governing personnel by rotation is implied the system of transference and displacement them on regular, legal and organizational base in the example of one organization<sup>5</sup>; on the fourth tract this is the method of formal – nomenclature rising specialists on important positions in different level for systematization of service – professional growth of workers<sup>6</sup>; in the fifth, it is implied horizontal transference on working places proper on profession and level of personnel<sup>7</sup>; sixth, planned transference in the process of service or important changes of official functions<sup>8</sup>; seventh renovation of certain electoral bodies from time to time<sup>9</sup>; eighth, in the example of one organization transferring specialist or leader from one position to other<sup>10</sup>; ninth, it is also implied renovation of personnel of organization by employing new workers and relieving old personnel of their posts, transferring workers inside organization<sup>11</sup>.

On these definition we may say that every of them in this or that level represent on some verge of *concept* rotation, but don't complexly cover all signs. In this connection we can say that any of these definitions of rotation are not full. In Soviet period by rotation were implied “reserve of personnel's”. About planned rotation as about state politics were spoken after gaining the independence of the country. In our opinion for getting full definition of the concept rotation is necessary taking into account its functional and institutional peculiarities.

By functional peculiarities are implied the aim of institute rotation and institutional aspect is organizational – legal base of institute of rotation. So, in defining the institute of rotation is necessary to take into account its aim and organizational legal base. In above mentioned definitions, for example, by V.D.Grajdan, N.E.Papanova, I.Xristoforov and others were defined functional peculiarities of institute of rotation and purposeful aspects: systematization of training, working – professional development. In this training by systematization is implied development of professional growth. So in defining the term rotation we must use concept “training” properly, as it implies short and capacious content<sup>12</sup>.

Together with that in definitions of some scientists (S.A.Shapiro, S.V.Barancheev and others) two more purposes are considered. The first, this is prevention and decreasing corruption, representing skills of workers in that or other activity, maximal using his labor potential. This means that in some cases in doing rotation is the first thing is preventing corruption, but the aim of learning becomes secondary necessity.

This means that in defining the term rotation, it is necessary to take into consideration its functional aspect on preventing corruption. It is necessary to emphasize that this aim of rotation in large scale is inherent rotation, using in realization state power. According to the order, approved by the enactment of the President of the Republic of Uzbekistan №302 on 9 th of March 2006 “About transferring leaders of customs bodies of the Republic of Uzbekistan to equal posts”, “the main aim of rotation of personnel of customs office is their timely and qualified

<sup>2</sup> Dodonov V.N. Big juridical dictionary. – M.: INFRA-M, 1997. – P. 651.

<sup>3</sup> Governing personnel. Dictionary-reference book. – M., 2005. – P. 47.

<sup>4</sup> Grajdan V.D. State civil service. – M.: Yurkniga, 2005. – P. 537.

<sup>5</sup> Komlyov N.G. Dictionary of foreign words. – M., 2006. – P.32.

<sup>6</sup> Mirboboev B., Xusanov O.T, Begmatov A. Organizational-legal problems of organizing state service in Uzbekistan. – T.: Academy, 2005. – P. 151.

<sup>7</sup> Modern dictionary of foreign words. – Saint-Peterburg, 1994. – P. 12.

<sup>8</sup> Paponova N.E. Rotation of personnel; concept and main rules // Personnel of enterprises. – 2003. – №10. – P. 24.

<sup>9</sup> Shapiro S.A. Governing human resources. – M.: Gross Media, 2005. – P. 60.

<sup>10</sup> Shidov A.X., Xapov A.B., Rotation of personnel as element system of government of business careers // Management in Russia and abroad. – 2003. – №2. – P.123.

<sup>11</sup> Suxarev A.Y, Zorkin V.D., Krutskix V.E. Big juridical dictionary. – M.: INFRA – M, 1997. – P. 21.

<sup>12</sup> Xristaforov I. Rotation as means of developing personnel // Reference book. – M., 2003. – P. 12.

replacement, operative and skillful using personnel resource, prevention of corruption, crime and illegal actions". So, in definition of the term rotation advisability to represent following functional aspects; training workers, showing up labor skills, using its opportunities more widely, preventing corruption and others.

Institutional peculiarities of the term rotation, organizational – legal bases in abovementioned definitions become apparent following way; the first, transference of workers to different posts, the second, renovation their staff. We must emphasize the actuality of using functional and institutional peculiarities of institute rotation arise from their using depending on types of state power (legislative, executive, judicial). In bodies of state power, dealing with legislative power in comparison with representative power is more actively used full and partly rotation of representative power (fully renovation or renovation of certain part of staff).

We consider that for the main analysis which more acceptable following definition of the term rotation: **rotation** means transferring workers to equal posts for their training, showing skills and preventing corruption, changing their duties and renovation of workers' staff.

Rotation finds its real reflection following cases; renovation of work places of workers; draw in new employees, creating conditions for showing their possibilities in new conditions; improving qualification of workers; creating conditions for attestation; prevention of corruption, seniority and other negative events; relieving personnel who are not suited to their official responsibilities, worthless, untalented workers and others. Shortly, rotation is transference of personnel to equal position on legal base for their training, showing their skills and prevention of corruption, changing their official responsibilities and renovation of staff, together with it rotation is one of the elements of system of government. Its application we must consider as positive aspect.