

The Role of Education in Raising the Efficiency of Human Resources use in Azerbaijan

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Abstract

Azerbaijan is currently experiencing improvements in its economic development model. Today, the vast majority of economic reforms have been completed in our country. The article considers investigated adequate mechanisms and identified directions of the use of human resources in the country in socio-economic challenges of the modern era.

There were analyzed organizational and economic mechanisms of the search process of the reforms in education, raising the level of education, implementation of measures to form a modern vocational education system, the increasing investment which focuses on human development, adequate mechanisms of human capital development at the level of modern requirements.

As one of the most noticeable areas of the modern era, it is the qualitative improvement the use of human resources in working places and working conditions. The article also includes the assessment of such factors.

Keywords: human resources, the efficiency of human resources, human capital, reforms in education, Azerbaijan.

Introduction

Under current conditions, the development model associated with the assurance of sustainable economic development in Azerbaijan is in the process of improvement. Thus, our country is demonstrating a stable macroeconomic development model; moreover, it is at the stage of successful realization of such measures as diversifying the national economy, raising its competitiveness, forming the sources of economic growth through the most efficient utilization of national resources, as well as human resources, and accelerating socio-economic development in all regions of the country. Nevertheless, as a long period of time is required for the implementation of processes aimed to reduce dependence of the country's economy on mineral resources, oil prices have decreased on the world markets, as a result of problems in the credit and financial system, difficulties occurred in regard to the consequences of the global financial crisis for the last years, devaluation of the national currency of our country, negative tendencies in the banking system, an increase in problem loans and other such issues the processes of strengthening the sustainable economic development criteria of Azerbaijan have been relatively facing problems. In such a situation, to intensify development indicators

of the national economy, a serious necessity has arisen for enhancement of the efficiency and productive use of the country's resource potential and improvement of the relevant processes.

Today, one of the strategic objectives facing our country is to provide sustainable economic development and increase the living standards of the population through further modernization of the socio-economic life and adaptation to the best world practice. Modernization is primarily associated with the successful application of advanced technologies and management techniques, as well as the application of innovation created based on scientific and technological progress in the socio-economic life of the country. The main direction in this regard is the acceleration of the integration of national economy into the world economy, as well as the development of human capital in the country and the assurance of the acquisition of modern knowledge and skills by a person. As a result of new order and developments, it has gained topicality importance of having manpower and labor, and at the same time the necessity of establishing a qualified society for ensuring economic development (Zeynalova Z., 2017; p-13). Being one of the most important conditions in the process of successful integration of the economy into the global system and reaping benefit from the international competition, the development of human capital is the main objective of the education system of the country.

Following the development concept of the Republic of Azerbaijan, to provide the individual with comprehensive knowledge and skills institutional bases, infrastructure and human resources should be developed. The educational development creates a basis for the improvement of the population wellbeing in the country and building high-quality life for the individual. Education allows people to promptly adopt technology, to get a decent place in the labor market, and to join the lifelong education process, to choose a healthy lifestyle and the right attitude towards the environment.

Human resources and related labor resources are of great importance among the country's economic resources and have specific features significantly impacting on sustainable economic development. Prof. Sh. Muradov and a group of researchers note that the labor market is one of the most complex elements of the market economy. The labor market ensures the distribution and redistribution of public labor over the various sectors and areas of activities of the national economy, identifies the level of efficiency of employed labor and forms the real demand and supply of human resources (Мурадов Ш.М., Гёзалова А.К., Эфендиев Р.Дж. 2007; p-264). Prof. T. Guliyev noted that the main purpose of human resources management is to efficiently benefit from their potential and creative capabilities. In the prevention of risks, Japan gives priority to human resources, assurance of intra-company stability and resource-saving, while the USA gives priority to financial resources and dynamic development of capital (Quliyev T.Ə., 2001; p-522). As we can see, Japan as one of the strongest countries in terms of economic development attaches great importance to human resources, and as a result, the cycles of the prompt delivery of human intellects to production processes in the country has been organized optimally. Moreover, today, conceptual approaches to human resources management and the principles of systematicity are more needful, so the relevant complex, long-term measures need to be implemented. To ensure the

efficient use of human resources, the features of these resources affecting economic development processes and factors of human motivation should be seriously taken into account (Əliyev T.Q., Əliyeva Ş.T., Əliyev T.R., 2012; p-303). At the same time, the historical features of human resource management and its impact on the development of public relations should be widely observed (Məcidbəyli R.X., 2013; p-112). At the same time, the assurance of the most effective management of human resources and their effective use should be in the focus of attention as an important issue such as balancing human resource management in the context of social development (İsmayılzadə Ə.A., 2012; p-472). The researchers, H.Allahverdiyev, K.Gafarov and A.Ahmadov state that the labor market is an integrated system reflecting all elements of economic circles. Effective use of labor resources can be observed in two ways. On the one hand, employment of the able-bodied population to eliminate unemployment, and, on the other hand, the employment of qualified personnel and specialists able to meet the demand of the economy. Efficient use of labor resources and its placement over economics areas is a perpetual problem (Allahverdiyev H.B., Qafarov K.S., Əhmədov Ə.M., 2012; p-508).

Method

In this respect, due to a large number of internal regulators of the labor market in the country as well as considering the social importance of its effective functioning, it is necessary to effectively manage and regulate the labor market. Therefore, the main priority is to ensure efficient use of labor and human resources and to cover the employment of the labor force existing in the country. Hence, the main problem is the appropriate determination of the development priority and implementation of the relevant comprehensive measures, in this case, additional opportunities may arise for balancing labor and human resources and optimizing their use regulation system in the context of sustainable economic development. In this respect, to regulate the maximum use of labor and human resources, the development priorities should be considered in the following areas:

- first of all, source data related to the labor, human resources and labor force of the country should be thoroughly investigated and clarified;
- the indicator system of the labor market of the country should be analyzed via scientific-economic approaches and adequate regulatory mechanisms should be identified for the gained results;
- necessary components, as well as the composition of the economically active population, should be analyzed to determine the supply indicators of the country's labor force;
- relevant regulatory mechanisms should be developed through studying the current state of the labor market, its balance indicators, and structure;
- analysis of labor market infrastructure and efficiency indicators should be carried out and necessary measures should be taken;
- conceptually strategic targets and relevant regulatory mechanisms should be defined to efficiently involve human resources to the sustainable economic development processes;

- employment of the population in the country, measures for boosting employment on qualitatively new level should be provided and so on.

Improvement of the labor and human resources recording and analysis in the regulation of labor and human resources use can be considered one of the important measures. The researcher, E.Ahmadova, notes that today, increasing the efficiency in the use of labor resources being closely associated with the appropriate placement of the workers within the company requires strengthening the interaction of elements within the "working time-production-money" scheme, which is the attribute of the market economy (Əhmədova E.K., 2011; p-31). At the same time, as important economic development in regulating labor and human resources use, the complex development of entrepreneurship and stimulating and encouraging mechanisms are of great importance in world practice. According to researcher A.Orujov, small and medium-sized enterprises should be used more widely to effectively use local labor resources from the regions of the country (Orucov A.İ., 2013; p-48). This issue positively affects the enhancement of economic development and provides additional incentives, practical tools, and mechanisms to constantly create new workplaces, ensure efficient use of human resources, increase incomes of the population living in the regions, ramp up consumption levels, and in general, to organize sustainable economic development. It is known that more than half of the population lives in rural areas in our country. In this regard, the intensification of the solution of economic problems in agrarian entrepreneurship development in the regions can create new opportunities for efficient use of human resources, as well as provide effective and productive distribution of labor resources concentrated in the regions. While investigating economic problems hindering the development of entrepreneurship in the agrarian sector, E. Ibrahimov states that the dynamic development of the national economy directly depends on the character of country's integration into the world economic system, and the level of the financial well-being of the population directly depends on the effectiveness of entrepreneurship in the country ... Notwithstanding the important activities carried out in the direction of assessment of the level of the relationship between employers and employees, overall assessment of labor market situation, balanced development of the regions, opening new workplaces, comprehensive support of the economic activities, strengthening the regulatory framework for entrepreneurship development, a need for discrete approaches to entrepreneurship occurs at different stages of development. Such a situation is related to changes in entrepreneurship development priorities (İbrahimov E.R., 2011; p-44). Considering the complex and new prerequisites for the problems that led to the slowdown in entrepreneurship development would undoubtedly allow for the formation of modern approaches to the use of labor resources. Furthermore, the expansion of the development of small and medium-sized businesses, along with the labor market regulation, creates new trends in the population's employment boosting. While studying these problems in Nakhchivan region the researcher, N.Adilova notes that there is no sharp unemployment problem in the labor market in Azerbaijan. However, the labor market has quality problems, labor resources do not meet the needs of our economy and these problems should be solved ... To prevent unemployment and solve this problem in the Azerbaijan Republic and the Nakhchivan Autonomous Republic, the development and implementation of the employment program for all populated areas are taken under the

control of the government. Today, as the only way to eliminate unemployment is the establishment of a comprehensive environment for the creation and development of small and medium-sized enterprises, more attention has been paid to the development of this sector at the state level (Adilova N.Q., 2014; p-24). Nevertheless, in order to use efficiently the human potential of the region, with the purpose of carrying out structural changes in the agrarian sector in line with modern market relations and enhancing its impact on employment boosting it was considered important to establish new structures in such an important area of the region's economy and to develop the modern infrastructure for agricultural products sale, which is crucial to raising the incomes of the rural population. All of this, at the same time, will provide an opportunity for a comprehensive overview of the use of human resources in various sectors of the economy, identification of the new development priorities in the management system of the use of these resources and enhancement of the country's sustainable economic development. The formation of qualitatively new models and development priorities for the use of human resources in the regions is directly associated with the determination of economic resources and economic maneuver potential in this sphere in each region of the country.

Findings

There is no doubt that each of these issues is useful in terms of sustainable economic development, but a comprehensive approach to the development of adequate mechanisms and implementation of the relevant measures that will enable the solution of management issues on the use of labor resources and human resource for achieving productivity. Human resources being an important economic resource are capable of intensifying or preventing the country's sustainable economic development by influencing every sphere of the national economy. From this point of view, there is a need for a deeper study of each element of human resources, systematization of their features, and their consideration in the practical processes of economic development.

In the fast-growing Republic of Azerbaijan, there is a need for new steps in responding to the education system to the challenges of human resources development and adapting the quality of education to European standards. To improve the quality of education it is necessary to re-establish the education management system, to improve human resources in this area and to increase the authority of the teacher profession. One of the important steps in educational development in the country in recent years is the "State Strategy for the Development of Education in the Republic of Azerbaijan". This strategy envisages large-scale measures in five strategic directions for the establishment of an advanced education system in the Republic of Azerbaijan for professional teachers and education managers taking leading positions among world countries for quality outcomes and coverage.

The first strategic direction focuses on the creation of personality-oriented educational content based on competence and covers such important goal as development of curriculum for all levels of education, including pre-school, general, primary vocational, secondary specialized, and higher education. The second strategic direction envisages the modernization of human

resources in the field of education. The third strategic direction involves the creation of responsible, transparent and efficient management mechanisms in education. The fourth strategic direction envisages the creation of an educational infrastructure that meets modern requirements and provides lifelong education. The fifth strategic direction entails the development of the model of educational system financing in the Republic of Azerbaijan, which is economically stable and meets the same standards as the world's leading educational systems. (Order of the President of the Republic of Azerbaijan 2013).

A professional human resource with a high level of education is the basis of the country's intellectual potential. Today, successful and sustainable economic growth is being achieved through the purposeful development of human capital. All of this increases the priority of education in public expenditures. State education expenditures have high economic profit for society.

In modern life, the role of education in economic has significantly increased. At the moment, education should implement such duties as the tanning of the required knowledge and skills in the economy, as well as the comprehensive training of the citizen for the integration into future life and society. The most important factor raising the role of education in economic life is the satisfaction of human need in lifelong education. At the same time, rapid technological progress requires regular updating of knowledge and skills. This increases the demand for new and more relevant qualifications and the development of competence.

According to the United Nations Human Development Report for 2018, ranking 80th place it was included in the "High Human Development" group from the "Middle Human Development" group. Accelerating the pace of economic growth Azerbaijan has achieved great success in terms of poverty reduction and average lifetime growth. At the same time, the statistical analysis of leading international organizations shows the necessity of raising the level of international competitiveness indicators of Azerbaijani education, as well as the rating of higher education institutions located in the territory of the Republic of Azerbaijan.

Table 1. International competitiveness indicators of Azerbaijani education

HDI Rank		1995	2000	2005	2010	2011	2012	2013	2014	2015	2016	2017
80	Education index	0.618	0.640	0.652	0.681	0.684	0.689	0.698	0.709	0.709	0.709	0.709
80	Government expenditure on education (% of GDP)	3.3	3.9	3.0	2.8	2.4	2.1	2.4	2.6	3.0	3.0	3.0

Source: World Bank (2018a). World Development Indicators database. Washington, DC. <http://data.worldbank.org>. Accessed 6 July 2018.

Steps are being taken to gradually increase the duration of education in many progressive countries. The total duration of study in Canada, France, the Netherlands, and the Czech Republic is 14 years, in Germany, Great Britain, Sweden, Australia, and New Zealand is 13 years, in the USA, Finland, South Korea, Poland and in some other countries is 12 years. The total education period of eleven years exists in a small number of countries. According to the Organization for Economic Co-operation and Development, a one-year increase in education duration in any country leads to 3-6% of GDP growth in the country.

Education, which carries theoretical character only and is not being enriched by practical knowledge and skills as a result of scientific-technological progress, innovation and modernization over the past 30-40 years, has lost its fundamental importance. In this regard, along with academic knowledge, the importance of practical competence, knowledge, and skills is also pulled out in the formation of educational content. Competence is the ability to effectively and efficiently apply gained knowledge and skills in practice. It ensures the knowledge and skills gained by the individual to result in a specific activity. Competence-based education provides more effective social and economic development.

Table 2. Education index of Azerbaijan Republic

Education index	2017
Expected years of schooling (years)	12.7
Education index	0.709
Expected years of schooling, female (years)	12.6
Expected years of schooling, male (years)	12.7
Government expenditure on education (% of GDP)	3.0
Gross enrolment ratio, pre-primary (% of preschool-age children)	23
Gross enrolment ratio, primary (% of primary school-age population)	106
Gross enrolment ratio, tertiary (% of tertiary school-age population)	27
Literacy rate, adult (% ages 15 and older)	99.8
Mean years of schooling (years)	10.7
Mean years of schooling, female (years)	10.5
Mean years of schooling, male (years)	11.0
Population with at least some secondary education (% ages 25 and older)	95.6
Population with at least some secondary education, female (% ages 25 and older)	93.8
Population with at least some secondary education, male (% ages 25 and older)	97.5
Primary school dropout rate (% of primary school cohort)	1.1
Primary school teachers trained to teach (%)	90
Proportion of schools with access to the Internet (%)	27
Survival rate to the last grade of lower secondary general education (%)	96

Source: HDRO calculations based on expected years of schooling and mean years of schooling from UNESCO Institute for Statistics (2018) and other sources. Accessed on 15 June 2018.

Globalization processes require the integration of education systems of different countries. A set of competencies recommended by the Council of Europe is assumed as a basis for targets. Given the growing student-teacher exchange, the Bologna process, aimed to unify education standards, is accelerating. The role of the private sector in higher education is gradually growing, and public funding is replaced by private sector funding. While public funding is 90 percent in Germany, Austria, and Italy, it is only 50-70 percent in the United States, Australia, Japan, and Canada.

Table 3. State budget allocated for science

	2000	2005	2010	2012	2013	2014	2015	2016	2017
The state budget allocated for science, mln manat	9,3	28,8	92,8	116,7	117,0	124,2	113,2	110,2	109,8
The proportion in Gross domestic product - percent	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2
The proportion in The state budget expenditures - percent	1,2	1,3	0,8	0,7	0,6	0,7	0,6	0,6	0,6

Source: Azerbaijan figures. Statistical summary. SSCAR. Baku, 2018

The amount of educational expenditures in the state budget stands at the very first places in Azerbaijan. Thus, 2 billion 1.5 million manats were allocated for educational expenses from the state budget of the 2018 year. This figure is 210.3 million manats or 11.7 percent more while comparing with that in 2017. It should be noted that 1 billion 830 million manats were allocated for education in 2016.

First of all, the identification of the specific personnel requirements of tax authorities for different areas and the implementation of the recruitment, transfer, and advancement of the personnel following these requirements are intended providing that the human resource management starts with the selection of personnel.

Table 4. Work, employment and vulnerability

Work, employment and vulnerability	2017
Employment to population ratio (% ages 15 and older)	62.8
Employment in agriculture (% of total employment)	37.4
Employment in services (% of total employment)	48.5
Labour force participation rate (% ages 15 and older)	66.1
Labour force participation rate (% ages 15 and older), female	62.9
Labour force participation rate (% ages 15 and older), male	69.5
Old-age pension recipients (% of statutory pension age population)	81.1
Unemployment, total (% of labour force)	5.0
Unemployment, youth (% ages 15–24)	13.7
Vulnerable employment (% of total employment)	56.1

Source: Human Development Indices and Indicators: 2018 Statistical Update

Results, Conclusions and Recommendations

The measures on increasing international exchanges upon the organization of effective employment, using labor resources in the country based on modern modeling principles, and creating all conditions for increasing economic activity are being expanded. An intensive phase of the development of entrepreneurship, in particular of small and medium-sized businesses, as well as economic incentives and promotions of individual employment activities, is being observed (Order of the President of the Republic of Azerbaijan 2011).

Realization of reforms in the field of education, implementation of works on raising the educational level, implementation of measures for the formation of the modern vocational education system, closer attention and investment into human factor development, and the processes of searching for adequate mechanisms of human capital development at the level of contemporary requirements are widely covered by organizational and economic mechanisms. Workplace and work conditions are the factors increasing the quality of human resources use, moreover, measures for their improvement are characterized as one of the more emphasized areas in modern practice. Also, the efficient use of human resources is now regarded as one of the key indicators of socio-economic effectiveness in society. However, there is still a need for several tasks to be implemented in the field of improving labor organization in permanent workplaces that are considered to be one of the main directions in the efficient use of human resources in our country. The researcher, S.Gurbanova notes that the experience of foreign countries and advanced enterprises of the country should be used in the evaluation of workplaces. Today, the issue of the organization of workplaces is not scientifically approached and is not economically, sociologically, psychophysiologicaly justified. In modern conditions, the effective organization of the workplace, the effectiveness of workflow and mobility, training, the evaluation of criteria for workplace designing and coordination, the development of contemporary methods, investigation of the measures on improving the workplaces, assurance of their application in labor and production processes have become very important problems and all of them should be solved on a large scale in the country (Qurbanova S.Ə., 2007; p-27). All of these problems and issues make actual the tasks of setting up more modern and up-to-date technology-based labor mechanisms, workplaces, and working conditions to increase the effectiveness of human resources use in the country. The most effective ways to increase the efficient use of human resources are to allocate the worker in the workplace following his/her activity and abilities, to optimize the human activity in terms of scientific-economic and practical realities, and to provide productive mechanisms, as well as to normalize their activities optimally. Factors that hinder the realization of human potential should be taken into account, barriers should be eliminated, and the condition enabling to unravel the individual's creative and skill elements in the operational processes should be established. The measures on developing and forecasting the scientifically-economically-driven models and methods should be undertaken in the improvement processes of the labor market. In this case, the justification and benchmarks of the measures taken should be coordinated with the most effective utilization of the human factor (Ганбаров Э.И.,

2007; p-20). Also, improving the existing labor market structure in the country with the view to improve the efficiency of human resources use, providing new methodological approaches to the organization of the use of human resource potential, identifying and applying models based on world practice in this field could be useful (Tahirova G.İ., 2010; p-20). On the other hand, such the issues as the organization of human resources in decent workplaces in our country, high level of organization of activities in enterprises, firms and companies operating based on scientific, economic and world experience are waiting for their solution. It is no secret that sometimes there are more candidates for a decent workplace, that is, a vacancy, requiring definite training and intellect, in our country. Enabling the use of a few of these human resources having such qualities in optimal conditions does not allow the efficient utilization of the resource potential, the resource potential that can provide additional potential for the sustainable development of the economy and society remains unused, etc. Despite the low level of unemployment in the country and the formation of highly qualified human resources, the ability to model human resource use based on high level, efficient methods and productive mechanisms are limited. A large number of highly qualified human resources, formed with the help of large companies and enterprises operating on large projects with the foreign capital, especially modern administrative managers that are of importance for our country, are not able to use their potential in a permanent and reliable way, with the help of large companies and companies operating on large projects. After the completion of large-scale projects carried out for several years, the activity of full-fledged, highly qualified human resources becomes limited, and they have to pursue a long-term job, often being forced to agree on less qualitative and underpaid works because of material need. All of these make it necessary to create decent and sustainable workplaces in our country, to develop business and entrepreneurship entities based on long-term business principles and apply relevant mechanisms. Soon we deem it to be appropriate to summarize the necessity, tasks, and ways of increasing the effectiveness of human resources use in our country as follows:

- criteria providing a systematic and comprehensive approach to "human resources" understanding in the country should be updated and the relevant legislative framework should be improved;
- existing labor laws and normative documents should be adequately upgraded and, if necessary, revised to effectively model the use of human resources in the modern era based on the concept of "human factor";
- establishing and developing a fair competitive environment in different sectors of the economy, entrepreneurship and business should be ensured, and some of the revenues from oil exports should be directed to the development of the human factor;
- considering the needs of the labor market, the regulatory mechanisms for the preparation of highly qualified human resources and their effective use should be applied;
- for the quality improvement of human resources and increase of their economic activity, the development and implementation of a balanced state economic policy, including the development and implementation of a new model of effective use of human resource and effective employment policy should be provided;

- assimilation of systemized knowledge, skills and habits, and additional education should be provided, learners should be trained for social life and effective labor activity;
- the human capital that is necessary for modernization of the country should be developed and thus the international competitiveness of the Republic of Azerbaijan should be enhanced and so on.

Rapid progress in the world processes shows that new information sources and technologies are emerging, and trends are constantly changing. This creates the need for employees to keep up with changes and innovations and constantly improve their knowledge and skills. Therefore, our expectation is the continuous increase in the qualification of our employees. The process of increasing the qualification should gradually pass into voluntary form; employees should be interested in self-development. For this, their motivation should be strengthened and new incentive mechanisms should be developed. The works implemented in the sphere of human resources management should be organized as result-oriented, and resources expended for the development of human resources should be adequate to the outcomes we have achieved. Therefore, it is essential to ensure a high return on "investment" in human resources development.

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