

O'ZBEKISTON RESPUBLIKASI
OLIY TA'LIM, FAN VA INNOVATSIYALAR VAZIRLIGI

SAMARQAND IQTISODIYOT VA SERVIS INSTITUTI



2024 yil " 29 " avgust

Ro'yxatga olindi: № FD-13-06

2024 yil " 29 " avgust

O'QUV DASTURI

(Kunduzgi va kechki ta'lim yunalishlari uchun)

Bilim sohasi:	400 000	– Biznes, boshqaruv va huquq
Ta'lim sohasi:	410 000	– Biznes va boshqaruv
Ta'lim yo'nalishi:	60411400	– Inson resurslarini boshqarish

Fan/modul kodi INVFİN108		O'quv yili 2024-2025	Semestr 1-2	Kreditlar 10
Fan/modul turi Majburiy		Ta'lim tili Ingliz tili		Haftadagi dars soatlari 4,5
1	Fanning nomi	Auditoriya mashg'ulotlari (soat)	Mustaqil ta'lim (soat)	Jami yuklama (soat)
	Ingliz Tili	120	180	300
2	<p>I. Fanning mazmuni</p> <p>“Xorijiy til (ingliz tili)” fani oliy ma'lumotli kadrlarni tayyorlash jarayonining tarkibiy qismi bo'lib, zamonaviy mutaxassislarni kasbiy faoliyati va kundalik hayotida xorijiy tildan foydalanish uchun uni o'zlashtirishga qaratilgan. Oliy ta'limgacha bo'lgan ta'lim bosqichlarida orttirilgan bilimlarga tayangan holda oliy ta'lim muassasasida talaba xorijiy tilni yanada mustahkam, chuqurroq va tanlagan kasbiga yo'naltirilgan holatda o'zlashtirilishi ko'zda tutiladi.</p> <p>Ingliz tili fani ishlab chiqarish jarayoni bilan bevosita bog'lanmagan bo'lsada talabalar ingliz tilini kerakli darajada o'rganishi yordamida ixtisoslik fanlarining xorijiy manbalaridan to'g'ridan to'g'ri foydalanishi, kelgusida kasbiy faoliyatida jahondagi ilg'or texnika va texnologiyalar, ilmiy yutuqlar va soha yangiliklaridan bevosita xabardor bo'lishiga imkon yaratadi.</p>			
3	<p>II. Asosiy nazariy qism(ma'ruza mashg'ulotlari)</p> <p>II.I. Fan tarkibiga quyidagi mavzular kiradi:</p> <p>1.The third Renaissance of Uzbekistan.</p> <p>Uzbekistan lies at the core of the ancient Silk Road, it a country that is home to the three most important Silk Road cities, Samarkand, Bukhara, and Khiva. Uzbekistan's UNESCO World Heritage gem, the incredibly historic town of Samarkand is a melting pot of cultures from all over the world.</p> <p><i>Ibrat farzandlari platformasi:</i> Adjectives 142-dars https://youtu.be/OaPMtoGixBs</p> <p>Adjectives describe or modify—that is, they limit or restrict the meaning of—nouns and pronouns. They may name qualities of all kinds: huge, red, angry, tremendous, unique, rare, etc.</p> <p>2.My future profession is an economist.</p> <p>Get free job alerts, know about relevant job vacancies and ease your job search. Employee Time Off Tracking Software Job Vacancies in Germany (July, 2021) Sign Up Online. Search Jobs. Highlights: Helping Thousands of People To Find A New Job, Free Job Alerts Available.</p> <p><i>Ibrat farzandlari platformasi:</i> Adjectives 143-dars</p>			

<https://youtu.be/OaPMtoGixBs>

Adjectives that end in -ed (e.g. bored, interested) and adjectives that end in -ing (e.g. boring, interesting) are often confused.

3.The role of foreign language in our life.

Foreign languages provide a competitive edge in career choices: one is able to communicate in a second language. Foreign language study enhances listening skills and memory. ... The study of a foreign tongue improves the knowledge of one's own language: English vocabulary skills increase.

Ibrat farzandlari platformasi: Adverbs 85-dars

<https://youtu.be/rDdj4I2FSZg>

Adverbs have many different meanings and functions. They are especially important for indicating the time, manner, place, degree and frequency of something.

4.How to improve competence

Your competence is what interests your present or future employers. Do not build your career on too narrow competence. Keep an eye on what happens in your field of technology to prepare in advance for changes.

Ibrat farzandlari platformasi: Comparative 1 | 143-dars

<https://youtu.be/XTLcstoeESo>

Comparative adjectives are used to compare differences between the two objects they modify (larger, smaller, faster, higher).

5.International Globalization

Globalization is the word used to describe the growing interdependence of the world's economies, cultures, and populations, brought about by cross-border trade in goods and services, technology, and flows of investment, people, and information.

Ibrat farzandlari platformasi: Present Simple Tense | 5-dars

https://youtu.be/IL_008MAgwQ

The simple present tense is one of several forms of present tense in English. It is used to describe habits, unchanging situations, general truths

6.Education in Uzbekistan

In Uzbekistan, secondary education is divided into two stages. The first stage includes nine years of compulsory schooling with the same programs all over Uzbekistan. The second stage covers education and vocational training after nine

years. It includes general secondary education and specialized secondary education.

Ibrat farzandlari platformasi: Present Continuous Tense | 3-dars

<https://youtu.be/MsrT1z4EuOg>

The present continuous (also called the present progressive) is a verb tense used to refer to a temporary action that is currently taking place.

7. Education in the USA

The American education system offers a rich field of choices for international students. There is such an array of schools, programs and locations that the choices may overwhelm students, even those from the U.S. As you begin your school search, it's important to familiarize yourself with the American education system. Understanding the system will help you narrow your choices and develop your education plan.

Ibrat farzandlari platformasi: Present Continuous Tense | 3-dars

<https://youtu.be/MsrT1z4EuOg>

The present continuous tense is a basic tense. It is usually one of the first tenses you start to learn when you first start studying English.

8. Environment

The natural environment or natural world encompasses all living and non-living things occurring naturally, meaning in this case not artificial.

Ibrat farzandlari platformasi: Past Simple 2 | 11-dars

<https://youtu.be/sY2b-mj76h8>

The Past Simple tense is used to refer to actions that were completed in a time period before the present time.

9. World market

The aggregate of all national markets, seen as linked through mutual economic and trade relations. This would further the development of relationships of mutual advantage, both in foreign trade and in the sphere of comprehensive industrial, technological, and scientific cooperation among all countries.

Ibrat farzandlari platformasi: Past Continuous | 13-dars

https://youtu.be/t_7oBHw-k-o

The past continuous describes actions or events in a time before now, which began in the past and were still going on when another event occurred.

10. Mass media

The definition of mass media is communication that reaches and influences a large number of people. Collectively, the communications media, especially television, radio, and newspapers, that reach the mass of the people.

Ibrat farzandlari platformasi: Present Perfect | 15-dars

<https://youtu.be/Ew9OR6q6GW8>

The present perfect tense is an English verb tense used for past actions that are related to or continue into the present.

11. The essence of human resource management (HRM)

Human resource management (HRM) is a comprehensive and coherent approach to the employment and development of people. HRM can be regarded as a philosophy about how people should be managed, which is underpinned by a number of theories relating to the behaviour of people and organizations.

Ibrat farzandlari platformasi: Narrative tenses

<https://www.youtube.com/watch?v=nELxxIC0ftw&t=23s&pp=ygUibmFycmF0aXZlIHRLbnNlcyBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

12. Strategic HRM

Strategic human resource management (strategic HRM or SHRM) is an approach to the development and implementation of HR strategies that are integrated with business strategies and support their achievement. SHRM has been described by Boxall (1996) as the interface between HRM and strategic management. Schuler and Jackson (2007: 5) stated that SHRM is fundamentally about 'systematically linking people with the firm'.

Ibrat farzandlari platformasi Writing: a news report

<https://www.youtube.com/watch?v=y4TBbP2K9d4&pp=ygUfZm9ybWFsIGxldHRlciBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

13. The resource-based view of HRM.

To a very large extent, the philosophy of SHRM is underpinned by the resource-based view. This states that it is the range of resources in an organization, including its human resources, that produces its unique character and creates competitive advantage.

Ibrat farzandlari platformasi: past perfect 157 dars

[https://www.youtube.com/watch?v=c-](https://www.youtube.com/watch?v=c-1kgDeUXgk&pp=ygUecGFzdCBwZXJmZWNoIGlicmF0IGZhcnpbmRsYXJp)

[1kgDeUXgk&pp=ygUecGFzdCBwZXJmZWNoIGlicmF0IGZhcnpbmRsYXJp](https://www.youtube.com/watch?v=c-1kgDeUXgk&pp=ygUecGFzdCBwZXJmZWNoIGlicmF0IGZhcnpbmRsYXJp)

14. Delivering HRM – systems and roles

The framework for delivering HRM is provided by the HR architecture of an organization, which consists of the HR system, HR practices and the HR delivery model adopted by the HR function. Within that framework the provision of advice and services relating to human resource management is the responsibility of the

HR function and
the HR professionals who are members of the function.

Ibrat farzandlari platformasi Say and tell 49 dars

<https://www.youtube.com/watch?v=Bf5vZP4ckyU&pp=ygUdc2F5IG9yIHRlbGwgaWJyYXQgZmFyemFuZGxhcmk%3D>

15. Evaluating the HR function

It is necessary to evaluate the contribution of the HR function to establish how effective it is at both the strategic level and in terms of service delivery and support.

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16. HRM and performance

The chapter begins with a review of the evidence that HRM makes an impact on performance and of the problems met by researchers in establishing what the link is and how it works. It continues with a description of the concept of a high-performance culture and how it can be achieved through a high-performance work system and performance management.

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17. High-performance work systems.

High-performance work systems (HPWS) are bundles of HR practices that facilitate employee involvement, skill enhancement and motivation. Performance cultures are created by HPWS that embody ways of thinking about performance in organizations and how it can be improved

Ibrat farzandlari platformasi Future tenses 163 dars

<https://www.youtube.com/watch?v=49MkAq6fdSA&pp=ygUZZnV0dXJlICBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

18. Human capital management

As defined by Baron and Armstrong, human capital management (HCM) is concerned with obtaining, analysing and reporting on data that inform the direction of value-adding people management, strategic, investment and operational decisions at corporate level and at the level of frontline management. It is, as emphasized by Kearns, ultimately about value..

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19. Approaches to people management raised by human capital theory

Human capital theory helps to determine the impact of people on the business and their contribution to shareholder value. It demonstrates that HR practices produce value for money in terms of, for example, return on investment.

Ibrat farzandlari platformasi Future tenses 163 dars

<https://www.youtube.com/watch?v=49MkAq6fdSA&pp=ygUZZnV0dXJlICBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

20. Knowledge management.

Knowledge management is concerned with storing and sharing the wisdom, understanding and expertise accumulated in an enterprise about its processes, techniques and operations. It treats knowledge as a key resource.

Ibrat farzandlari platformasi Writing IELTS 49 dars

<https://www.youtube.com/watch?v=aEM1ihik9KQ&pp=ygUid3JpdGluZyBtZXNzZWdlICBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

21. Competency-based HRM

Competency-based HRM is about using the notion of competency and the results of competency analysis to inform and improve HR processes, especially those concerned with recruitment and selection, learning and development, and performance and reward management.

Ibrat farzandlari platformasi Ibrat farzandlari platformasi Writing IELTS 49 dars

<https://www.youtube.com/watch?v=aEM1ihik9KQ&pp=ygUid3JpdGluZyBtZXNzZWdlIC>

22. Applications of competency-based HRM

A competency framework should be as simple to understand and use as possible. The language should be clear and jargon-free. Without clear language and examples it can be difficult to assess the level of competency achieved.

Ibrat farzandlari platformasi Matching headings 43 dars

<https://www.youtube.com/watch?v=8LFKWue9Wos&pp=ygUkcmVhZGluZyBoZW FkbGluZXMGIGlicmF0IGZhcnpbmRsYXJp>

23. The ethical dimension of HRM

To grasp this ethical dimension it is necessary to understand the nature and principles of ethics, the ethical role of HR and the ethical guidelines they can use. It is also necessary to know about approaches to resolving ethical dilemmas.

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24. Corporate social responsibility

HR professionals need to marshal the arguments in favour of CSR, as set out in this chapter, to overcome any overt or covert resistance. They must be able to advise on CSR strategies and how they can be implemented. This is not an easy task and suggestions

on the approaches that can be adopted are made in the concluding section of the chapter.

Ibrat farzandlari platformasi Predictions May and might 43 dars

https://www.youtube.com/watch?v=q_EQ4WE3g5U&pp=ygUVbWF5IGlicmF0IGZhcnpbmRsYXJp

25. Organizational behaviour

Organizational behaviour theory is based on the main behavioural science disciplines. These are defined as the fields of enquiry dedicated to the study of human behaviour through sophisticated and rigorous methods. The ways in which they contribute to different

aspects of organizational behaviour theory and how they in turn influence HRM practices are summarize.

Ibrat farzandlari platformasi Listening 64 dars

<https://youtu.be/dqO7l8UI4MI?list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk>

26.Characteristics of people and implications for HR specialists

To manage people effectively, it is necessary to take into account the factors that affect how they behave at work. The development of HR processes and the design of organizations are often predicated on the belief that everyone is the same and that they will behave rationally when faced with change or other demands.

Ibrat farzandlari platformasi Must Have to 18 dars

<https://www.youtube.com/watch?v=OOOYI9Mv71M&pp=ygUfbXVzdCB0YXZlIHVlICBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

27.Work, organization and job design

Work, organization, and job design are three distinct but closely associated processes that establish what work is done in organizations and how it is done.

Work design deals with the ways in which things are done in the work system of a business by

teams and individuals.

Ibrat farzandlari platformasi Listening strategy 65 dars

<https://www.youtube.com/watch?v=9COTF7-cYto&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=65&pp=iAQB>

28. Organization development

A number of social processes take place in organizations that affect how they function. These are: interaction and networking, communication, group behaviour, leadership, power, politics.

Ibrat farzandlari platformasi Strong adjectives 84 dars

<https://www.youtube.com/watch?v=OaPMtoGixBs&pp=ygUjc3Ryb25nIGFkamVjdGl2ZXMGaWJyYXQgZmFyemFuZGxhcmk%3D>

29. Motivation (in consumption)

The term ‘motivation’ derives from the Latin word for movement (movere). A motive is a reason for doing something..

Ibrat farzandlari platformasi Used to 122 dars

https://www.youtube.com/watch?v=z_gZh4bqGwU&pp=ygUjdXNlIHVlIHdvdWxkICB0byAgaWJyYXQgZmFyemFuZGxhcmk%3D

30. Commitment

Commitment refers to attachment and loyalty. It is associated with the feelings of individuals about their organization.

Ibrat farzandlari platformasi Writing a letter 1 dars

https://www.youtube.com/watch?v=_bVcFt_51OE&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=1&pp=iAQB

31. Employee engagement.

Kahn (1990: 894) defined employee engagement as ‘the harnessing of organization members’ selves to their work roles; in engagement, people employ and express themselves physically, cognitively, and emotionally during role performances’

Ibrat farzandlari platformasi Ibrat farzandlari platformasi Writing 4 dars

<https://www.youtube.com/watch?v=rBHSIfz8EBQ&list=PLkREkayoYCyJqrjaVQQ>

[cOl67RAK8jG3sk&index=4&pp=iAQB](https://www.youtube.com/watch?v=rBHSIfz8EBQ&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=4&pp=iAQB)

32. Strategic learning and development

The philosophy behind the strategic approach to resourcing is that it is people who implement the strategic plan.

Ibrat farzandlari platformasi Ibrat farzandlari platformasi Writing 5 dars

<https://www.youtube.com/watch?v=rBHSIfz8EBQ&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=4&pp=iAQB>

33. The process of learning and development

Organizations need people with high and appropriate levels of knowledge, skills and abilities. Steps taken to meet this need are business-led in the sense that they are based on an understanding of the strategic imperatives of the business and support the achievement of its goals.

Ibrat farzandlari platformasi Writing 2 dars

<https://www.youtube.com/watch?v=aEM1ihik9KQ&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=2&pp=iAQB>

34. Performance management

Performance management is a means of getting better results by providing the means for individuals to perform well within an agreed framework of planned goals, standards and competency requirements. It involves developing a shared understanding about what is to be achieved and how it is to be achievement

Ibrat farzandlari platformasi Writing 6 dars

<https://www.youtube.com/watch?v=oFWPLzFUQIs&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=6&pp=iAQB>

35. Reward management – strategy and systems.

The reward philosophy of the organization represents its beliefs about how people should be rewarded.

Ibrat farzandlari platformasi Writing strategy 7 dars

<https://www.youtube.com/watch?v=jUZRibC8v-s&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=7&pp=iAQB>

36. The practice of reward management

It starts with definitions of what reward management is and what it aims to do.

Ibrat farzandlari platformasi Comparative adj dars

<https://www.youtube.com/watch?v=XTLcstoeESo&pp=ygU4Y29tcGFyYXRpd mUgYW5kIHN1cGVybGF0aXZlIGFkamVjdGl2ZXMgaWJyYXQgZmFyemFuZGxhc mk%3D>

37. Managing reward for special groups

Many organizations have one reward system applied to all categories of staff below the level of chief executive

Ibrat farzandlari platformasi Question tags dars

<https://www.youtube.com/watch?v=g4yMIH3QZmE&pp=ygU6cXVlc3Rpb24gdGFncyBhbmQgc3VwZXJsYXRpd mUgYWRqZW N0aXZlcyBpYnJhdCBmYXJ6YW5kbG FyaQ>

38. Strategic employee relations

Strategic employee relations is concerned with the formulation and implementation of plans designed to meet the needs of the business for harmonious and productive relationships and the needs of employees to be treated justly and well.

Ibrat farzandlari platformasi

39. The employment relationship

Employee relations are concerned with managing and maintaining the employment relationship, taking into account the implications of the notion of the psychological contract

Ibrat farzandlari platformasi Reding 37 dars

https://www.youtube.com/watch?v=1R8uUkd_yQg&list=PLkREkayoYCjYqrjaVQ QcOl67RAK8jG3sk&index=37&pp=iAQB

40. The psychological contract.

The concept of the psychological contract provides an explanation of how employers work together and guidance on how this relationship can be improved.

Ibrat farzandlari platformasi

<https://www.youtube.com/watch?v=6UfHItO6f3Y&pp=ygUoIGluZyBhbmQgZW QgYWRqZWNoaXZlcyBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

41. The practice of industrial relations

Industrial relations is concerned with how managements and trade unions relate to one another in concluding collective agreements, collective bargaining, disputes resolution and dealing with issues concerning the employment relationship and the working environment

Ibrat farzandlari platformasi Degree of adjectives 143 dars

<https://www.youtube.com/watch?v=XTLcstoeESo&pp=ygUlZGVncmVlIG9mIGFk amVjdGl2ZSBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

42. Employee voice.

Employee voice is ‘a means by which employees’ independent, and often collective, concerns are articulated at work.’

Ibrat farzandlari platformasi Conditionals 111 dars

<https://www.youtube.com/watch?v=JnIVizF3eys&pp=ygUiemVybyBjb25kaXRp b25hbCBpYnJhdCBmYXJ6YW5kbGFyaQ%3D%3D>

43. The practice of employee well-being.

Wellbeing is defined by the Oxford English Dictionary as ‘the state of being comfortable, healthy or happy’

44. Health and safety.

Health and safety policies and programmes provide for employee wellbeing by protecting employees – and other people affected by what the company produces and does – against accidents and risks of ill-health arising from their employment

or their links with the company.

Ibrat farzandlari platformasi Conditionals 11 dars

<https://www.youtube.com/watch?v=JnIVizF3eys&pp=ygUmc2Vjb25kIGNvbmlRpdGlvb%3D>

mFsICAgAWJyYXQgZmFyemFuZGxhcmk

45. The international HRM framework.

International human resource management is about the management of people employed in other countries by multinational companies

Ibrat farzandlari platformasi IELTS listening 51 dars

<https://www.youtube.com/watch?v=HyDLzD8mlis&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=51&pp=iAQB>

46. The practice of international HRM

International HRM is concerned with human resource management policies and practices in multinational enterprises.

Ibrat farzandlari platformasi IELTS listening 52 dars

<https://www.youtube.com/watch?v=YsrKDvwFvws&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=52&pp=iAQB>

47. Managing expatriates

An expatriate was defined by Lee and Donohue (2012: 1198) as ‘any individual who relocates from his/her home base to an international location for business or work purposes and sets up temporary residence in the host country’.

Ibrat farzandlari platformasi IELTS listening 52 dars

<https://www.youtube.com/watch?v=DnP2iFq3ZNw&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=53&pp=iAQB>

48. HR policies.

Microeconomics is the part of economics concerned with individual units such as a person, a household, a firm, or an industry.

Ibrat farzandlari platformasi IELTS listening 54 dars

<https://www.youtube.com/watch?v=bvRS-zCvFh0&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=54&pp=iAQB>

49. HR procedures.

Positive economics focuses on facts and cause-and-effect relationships. It includes description, theory development, and theory testing (theoretical economics).

Ibrat farzandlari platformasi IELTS listening 55 dars

<https://www.youtube.com/watch?v=VQgF63VcfQ0&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=55&pp=iAQB>

50. Dealing with the legal aspects of employment

Normative economics incorporates value judgments about what the economy should be like or what particular policy actions should be recommended to achieve a desirable goal (policy economics). Normative economics looks at the desirability of certain aspects of the economy.

Ibrat farzandlari platformasi IELTS listening 55 dars

<https://www.youtube.com/watch?v=VQgF63VcfQ0&list=PLkREkayoYCyJqrjaVQQ>

cOl67RAK8jG3sk&index=55&pp=iAQB

51. Strategic HRM skills.

An economizing problem is the need to make choices because economic wants exceed economic means and enhance your understanding of economic models and the difference between microeconomic and macroeconomic analysis.

Ibrat farzandlari platformasi ` IELTS listening 56 dars

52. Analytical and critical skills.

To finance the purchase of expensive consumer goods for personal consumption, Islamic banks can buy an item for a customer, and the customer repays the bank- at A higher price later on- Or the Bank can buy an item for a customer with a leasing or hire purchase arrangement. Another possibility is for the bank to lend money without interest but to cover its expenses with a service charge.

If a business suddenly needs very short -term capital or working capital for unexpected purchases and expenses, it can be difficult to get it under the PLS system. On the other hand, PLS means that bank-customer relations are very close, and that banks have to be very careful in evaluating projects, as they are buying shares in the company.

Ibrat farzandlari platformasi IELTS listening 57 dars

<https://www.youtube.com/watch?v=GCE6BQikieU&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=57&pp=iAQB>

53. Research skills.

Stocks and shares are certificates representing the part ownership of a company. The people who own them are called stockholders and shareholders. In Britain, stock is also used to refer to all kinds of securities, including government bonds. The word equity

or equities is also used to describe stocks and shares. The places where the stocks and shares of listed or quoted companies are bought and sold are called stock markets or stock exchanges.

Ibrat farzandlari platformasi Perfect and continuous 157 dars

<https://www.youtube.com/watch?v=Q0N0os25TTo&pp=ygUsIHB1cmZlY3QgYW5kIGNvb3RpbmVvdXMgICAgYWJyYXQgZmFyemFuZGxhcmk%3D>

54. Statistical skills

If a company has only one type of share these are ordinary shares. Some companies also have preference shares whose holders receive a fixed dividend (e.g. 5% of the shares' nominal value) that must be paid before holders of ordinary shares receive a dividend. Holders of preference shares have more chance of getting some of their capital back if a company goes bankrupt stops trading because it is unable to pay its debts. If the company goes into liquidation - has to sell all its assets to repay part of its debts - holders of preference shares are repaid before other shareholders, but after owners of bonds and other debts

Ibrat farzandlari platformasi Prepositions 96 dars

<https://www.youtube.com/watch?v=UR-5WGOz6BQ&pp=ygUicHJlcG9zaXRpb25zICAgICBpYnJhdCBmYXJ6YW5kbG:FyaQ%3D%3D>

55. Job, role and skills analysis and competency modelling.

The default setting is for sharing your project. No one can access your projects unless you give them a username and a password. The MarketingBuilder license enables you to install the application on three machines for yourself – we presume: work, laptop and home. We recommend keeping the shared mode to enable you to store your documents in a separate folder on a server (or a web-based server) – anywhere you want to put your files to enable yourself to work on them from different locations.

Ibrat farzandlari platformasi IELTS Listening 58 dars

<https://www.youtube.com/watch?v=o3pZoU4RC-Y&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=58&pp=iAQB>

56. Negotiating skills.

If this is your first time using MarketingBuilder, click the “Start a New Project” button on the right. Below, under “Choosing the right product and its components,” we describe in detail, each of the marketing plan prototy.

Ibrat farzandlari platformasi Presend and past 23 dars

<https://www.youtube.com/watch?v=XaxovUN8rZI&pp=ygUmcHJlc2VuZCBhbmQgcGFzdCAgICAgWJyYXQgZmFyemFuZGxhcmk%3D>

57. Leadership and Influencing skills.

An alternative to a syndicated loan (but less widespread) is the use of leasing, which insome cases offers interesting opportunities in countries with favorable tax regimes.

Ibrat farzandlari platformasi Listening 59 dars

<https://www.youtube.com/watch?v=683slCGi10w&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=59&pp=iAQB>

58. Handling people problems.

Once you’ve selected your plan and confirmed your recurring variables, your plan window will look something like this (below). Be sure to add your financial model or statements. Screen Sections

The Index or Item List on the left side of your screen includes:

White Current Project Area—the elements you’ve already

Selected. Dark Gray Masters Area—more project elements, tools and files.

59. Handling challenging conversations.

According to psychologist Abraham Maslow’s theory of motivation, human needs are basic and few: food, clothing, shelter, safety, someone to notice when you don’t come home at night, esteem, and selfactualization. Wants are desires for specific goods. The magic act of marketing creates wants out of needs. You need clothing?

Ibrat farzandlari platformasi IELTS writing 18 dars

<https://www.youtube.com/watch?v=EvTO5pppOhI&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=18&pp=iAQB>

60. Managing conflict.

One measure of performance data is called market share. Let's say you make a biodegradable, organic laundry detergent, and sell 10 million boxes per year. If you estimate there are 95 million washing machines in the U.S., you might think that your product is successful, because you've got more than a 10 percent market share.

But then you see a press release from Proctor and Gamble claiming they've sold 75 million boxes of their brand of biodegradable organic detergent

Ibrat farzandlari platformasi IELTS writing 20

<https://www.youtube.com/watch?v=FodG8BbUhpE&list=PLkREkayoYCyJqrjaVQQcOl67RAK8jG3sk&index=19&pp=iAQB>

III. Amaliy mashg'ulotlarlar bo'yicha ko'rsatma va tavsiyalar

Amaliy mashg'ulotlar uchun quyidagi mavzular tavsiya etiladi:

Nutq mavzulari:

Kundalik mavzu (o'zi haqida, oilasi haqida, ish kuni, sevgan mashg'uloti, bo'sh vaqtni o'tkazishi va hokazo).

Ijtimoiy mavzu (atrof-muhit, maishiy va kasbiy yo'nalishda ijtimoiy munosabat)

Ta'lim mavzusi (o'quv muassasasi, o'quv qurollari va unga munosabat, ixtisoslik fanlarining hozirda o'qitilishi va hokazo).

Ijtimoiy-madaniy (O'zbekiston Respublikasi va tili o'rganilayotgan mamlakatning tarixiy, geografik, iqlimiy, madaniy, maishiy xususiyatlari).

Kasbga yo'naltirilgan mavzu (o'rganilayotgan ixtisoslik tarixi, yo'nalishlari, sohaning buyuk namoyondalari, dolzarb muammolari, kasbiy etika va hokazo)

IV. Mustaqil ta'lim va mustaqil ishlar

Mustaqil ta'lim uchun tavsiya etiladigan topshiriqlar:

Mustaqil ta'lim uchun tavsiya etiladigan mavzular:

1. Try something new
2. Your great experiences
3. Your life in a six words
4. New Uzbekistan
5. Listen to music and learn all the lyrics.
6. Watch English movies and TV shows.
7. Learn how to get the most out of English media.
8. Test your grammar with online English quizzes.
9. Chat with friends online.
10. Read e-books, articles and online magazines.
12. Write about something you are thinking about.
13. Join language exchange websites online.
14. Speak English wherever you go.
15. Dealing with problems

16. The process of learning and development
17. Performance management
18. Knowledge management.
19. Corporate social responsibility
20. Characteristics of people and implications for HR specialists
21. Motivation in HRM
22. Performance management
23. HR policies.
24. Places I have been
25. My talents and skills
26. Talking about jobs
27. Global warming
28. Opinion and plans
29. Prasal verbs
30. Future profession
31. Renewable natural resources
32. Nonrenewable natural resources..
33. Planning firm actions to implement strategies.
34. Managing change
35. Human Resource Management Introduction.
36. Performance Management
37. Leadership introduction
38. Types of Leaders and Leader Emergence.
39. Leadership Needs in the 21st Century.
- 40 Security of Services in economy.
41. An economizing problem
42. Leasing and short-term loans
43. Monopoly.
44. Monopolistic compettion
45. Economic resources
46. An economic system
47. The freedom of enterprise
48. "Sound economics" and "Good politics"
49. The freedom of choice.
50. Pricing a Product.

II semester (30 soat)

1. The benefits of being belingual
2. Choosing jobs
3. Character and personality
4. Moods and feelings
5. Physical appearance
6. Road signs
7. Travelling by public transport
8. Nationalities and languages

	<p>9. Special occasions</p> <p>10. Useful articles</p> <p>11. Types of books</p> <p>12. Towns and cities</p> <p>13. My institution</p> <p>14. Information and modern technologies</p> <p>15. Trends in working capital.</p> <p>16. Costing</p> <p>17. Management accounting.</p> <p>18. Seesights of Uzbekistan</p> <p>19. Business Forms</p> <p>20. The role of social media in our life</p> <p>21. Partnership</p> <p>22. Security of Services in economy</p> <p>23. Leadership</p> <p>24. Economic principles</p> <p>25. The freedom of choice</p>
4	<p>V. Fan o'qitilishining natijalari (shakllanadigan kompetensiyalar)</p> <p>Fanni o'zlashtirish natijasida talaba:</p> <ul style="list-style-type: none"> - Mavzu bo'yicha konspekt (referat va taqdimot) – nazariy materiallarni puxta o'zlashtirishga yordam beruvchi bo'nday usul o'quv materialiga asosiy diqqatni ko'proq jalb etishga yordam beradi. Talaba konspekti turli nazorat ishlariga tayyorgarlik ishlarini osonlashtiradi, vaqtni tejaydi; <ul style="list-style-type: none"> – O'qitish va nazorat qilishning avtomatlashtirilgan tizimlari bilan ishlash – talabalar amaliy mashg'ulotlarda olgan bilimlarini o'zlashtirishlari, turli nazorat ishlariga tayyorgarlik ko'rishlari uchun tavsiya etilgan elektron manbalar, innovatsion dars loyihasi namunalari, o'z-o'zini nazorat qilish uchun test topshiriqlari va boshqalar; Fan bo'yicha qo'shimcha adabiyotlar bilan ishlash – mustaqil ishlash uchun berilgan topshiriqlar bo'yicha talabalar tavsiya etilgan asosiy adabiyotlardan tashqari qo'shimcha o'quv, ilmiy adabiyotlardan foydalanadi. Bunda rus va xorijiy adabiyotlardan foydalanish rag'batlantiriladi; <ul style="list-style-type: none"> – Internet tarmog'idan foydalanish – fan mavzularini o'zlashtirish, internet manbalarini topish, ular ishlash nazorat turlarining barchasida qo'shimcha reyting ballari bilan rag'batlantiriladi; – Mavzuga oid masalalar, keys-stadilar va o'quv loyihalarini ishlab chiqish va unda ishtirok etish; – Ilmiy seminar va anjumanlarga tezis va maqolalar tayyorlash va ishtirok etish vah.k.
5	<p>VI. Ta'lim texnologiyalari va metodlari:</p> <ul style="list-style-type: none"> • ma'ruzalar; • interfaol keys-stadilar;

	<ul style="list-style-type: none"> • seminarlar (mantiqiy fikrlash, tezkor savol-javoblar); • guruhlarda ishlash; • taqdimotlarni qilish; • individual loyihalar; • loyiha tahlili; <p>jamoalar bo'lib ishlash va himoya qilish uchun loyihalar.</p>
6	<p>VII. Kreditlarni olish uchun talablar:</p> <p>Fanga oid nazariy va uslubiy tushunchalarni to'la o'zlashtirish, tahlil natijalarini to'g'ri aks ettira olish, o'rganilayotgan jarayonlar haqida mustaqil mushohada yuritish va joriy, oraliq nazorat shakllarida berilgan vazifa va topshiriqlarni bajarish, yakuniy nazorat bo'yicha yozma ish yoki testni topshirish.</p>
8.	<p>VIII. Asosiy adabiyotlar:</p> <p>1. Ўзбекистон Республикаси Президентининг қарори. Ўзбекистон Республикасида ўрганишни оммалаштириш фаолиятини сифат жиҳатидан янги босқичга олиб чиқиш 19.05.2021</p> <p>2. Marketing Builder Handbook of Marketing. JIAN Business Power Tools LLC 104 Es</p> <p>3. Alan Rushton, Phil Croucher, Peter Bake , The Handbook of Logistics & Distribution</p> <p>4. Handbook of CONTENT marketing, Warsaw 2014</p> <p>5. Michael Armstrong, Stephan Taylor Handbook of Human Resource Management</p> <p>Qo'shimcha adabiyotlar:</p> <p>1. Sabina Ostrowska Unluck. Listening & speaking skills - Cambridge University Press 2014</p> <p>2. Carolyn Westbrook Unluck. Reading & writing skills - Cambridge University Press 2014</p> <p>3. New Inside Out. Sue Kay and Vaughan Jones, Macmillan - 2014</p> <p>4. Scale up. The authors. Tashkent -2014</p> <p>5. Babaeva S.R "The science of life" Tashkent-2014</p> <p>6. Malyuga. E.N. English language for Economists. Moscow-2005</p> <p>7. Лютфуллаева М. English in topics... Ташкент –2002</p> <p>8. Louise Hashemi and Barbara Thomas. Grammar for PET with answers-2019</p> <p>Internet saytlari:</p> <p>1. https://www.lazybone.in/content/Sample%20Chapters/TYBCom/Sem%20V/Marketing%20Concepts.pdf</p> <p>2. https://opentextbc.ca/businessopenstax/chapter/the-marketing-concept/</p> <p>3. https://www.nibusinessinfo.co.uk/content/key-elements-successful-marketing-strategy</p> <p>4. https://smallbusiness.chron.com/evolution-business-models-77617.html</p> <p>5. https://smallbusiness.chron.com/seven-functions-marketing-56980.html</p> <p>6. https://whatagraph.com/blog/articles/principles-of-marketing</p> <p>7. https://www.arabianjbmr.com/pdfs/KD_VOL_2_5/14.pdf</p> <p>8. https://www.slideshare.net/JulieAnnJesalva/branches-of-marketing-web-marketing</p> <p>9. https://www.strategy-business.com/article/rr00025</p> <p>10. https://www.yourarticlelibrary.com/marketing/marketing-organisation-forms-with-diagram</p>

	<p>11.https://www.cbsnews.com/news/planning-your-marketing-activities/</p> <p>12.https://www.consumerpsychologist.com/intro_Strategic_Planning.html</p> <p>13.https://cashflow4real.wordpress.com/2009/07/14/13/</p> <p>14.https://www.bloominari.com/blog/understanding-the-marketing-plan</p> <p>15.https://www.royallepagebinder.com/buyer-article-8/understanding-market-conditions</p> <p>16.https://www.investopedia.com/terms/c/commodity.asp</p> <p>17.https://smallbusiness.chron.com/competitive-assessment-35426.html</p> <p>18.https://www.investopedia.com/terms/p/product-life-cycle.asp</p> <p>19.https://www.lead-innovation.com/english-blog/new-business-development</p> <p>20.https://www.entrepreneur.com/encyclopedia/pricing-a-product</p> <p>21.https://www.businessmanagementideas.com/marketing/product-life-cycle/pricing-over-p</p> <p>22.https://www.investopedia.com/terms/d/distribution-channel.asp</p> <p>23.https://quickbooks.intuit.com/global/resources/starting-up/retail-versus-wholesale-busin</p> <p>24.https://www.capitalindex.com/bs/eng/pages/trading-guides/different-types-of-trading-str</p>
9.	Samarqand iqtisodiyot va servis instituti tomonidan ishlab chiqilgan va tasdiqlangan.
10.	<p>Fan/modul uchun mas'ullar:</p> <p>SamISI "Tillarni o'qitish" kafedrası mudiri: T.K.Mardiyev</p> <p>SamISI "Tillarni o'qitish" kafedrası dotsenti: R.D.Samandarov</p> <p>SamISI "Tillarni o'qitish" kafedrası o'qituvchisi: O.B.Sadiqov</p>
11	<p>Taqrizchilar:</p> <p>Shermatov A. A. _____ -SamDCHTI "Ingliz tili nazariyasi va amaliyoti"</p> <p>Kafedrası dotsenti:</p> <p>Boltaqulova G.F. _____ -SamDCHTI "Ingliz tili nazariyasi va amaliyoti"</p> <p>Kafedrası dotsenti:</p>