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THE ROLE OF THE SYSTEM IN STRENGTHENING THE DEVELOPMENT OF THE STATE AND SOCIETY

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Annotation: This article analyzes the role of the reward system in the Republic of Uzbekistan in ensuring the development of the state and society, its legal and institutional foundations and social and motivational functions. The study evaluates state awards as a means of recognizing the individual's special services to society and the state, as well as a mechanism for social activity, labor assistance, patriotism, civic responsibility and creating a positive example for the public. The legislation of the Republic of Uzbekistan "On State Awards", presidential decrees and official materials, as well as foreign scientific studies that study the effectiveness of incentives and social recognition in the public sector, are analyzed. The results of the study show that the effectiveness of the reward system depends more on the clarity, transparency, fairness, relevance of the criteria for its award and the level of reflection of social values in society than on the award itself. The article develops scientific and practical proposals for further improving the reward system in Uzbekistan.

Keywords: state award, reward system, incentive service, social recognition, public administration, public service, labor motivation, civic responsibility, patriotism, social development.

1. INTRODUCTION In the conditions of modern public administration, the effective use of human capital, strengthening the sense of involvement of citizens in the development of the state and society, and encouraging socially useful activities are one of the important directions of state policy. From this point of view, the award system is not a strange administrative measure carried out by the state, but an institutional mechanism serving the independence of social relations between the individual, the state and society.

A state award is, first of all, an official recognition by the state of a result or service that is important for society. Such recognition, in addition to material benefits, may affect the social status of a person, his professional reputation, the former authority of society and the importance of his activities.

In Uzbekistan, state awards institutions have consistently developed over the years of independence and are independent with appropriate legal foundations. The Law “On State Awards” was adopted on December 22, 1995, and later a number of amendments and additions were made to it. , Law No. O ' RQ-473 of April 11, 2018. introduced amendments and additions to this law.

The practical aspects of the award system in the Republic of Uzbekistan are reflected in state awards, orders, medals and honorary titles. On the official website of the President, state awards are presented as a separate institution, in particular, the Order of "Labor Glory" is awarded for outstanding work that has contributed to the development of the economy and culture, increasing the well-being of the people, ensuring peace and stability. The Order "For Selfless Services" is aimed at encouraging citizens and military personnel who have made a significant contribution to the economic and cultural development of the country, defense power and national security, ensuring peace and stability in society, and increasing the well-being of the people.

The awarding practice of recent years shows that this institution covers various areas of state and public development. In particular, in 2025, on the occasion of the 34th anniversary of Independence, representatives of science, education, healthcare, sports, literature, culture and art, and mass media were awarded honorary titles, orders and medals. The awarding criteria include scientific, creative and practical activities, contribution to the development of the country, education of the younger generation and active participation in social life.

Also, when awarding products of military personnel and law enforcement agencies, combat readiness, protection of national resources, rule of law, peace, stability and public order are considered as separate criteria.

This shows that the function of the awarding system is not limited to recognizing personal merit. It is also a normative-signaling mechanism that indicates which types of activities in society are valued by the state in a socially superior way.

The subjectivity of the reward system itself does not mean that the renewal will work effectively. In the process of rewarding, the vagueness of the criteria, subjectivity, insufficient measurement of service results, or excessive formalization of rewards may reduce the motivational effect of the system.

Therefore, the main problem of the research is defined as follows:

To what extent does the reward system in Uzbekistan serve to stimulate state and public development, support socially useful activities, and create citizens' trust in the state and a sense of belonging to it, and what are the scientific foundations for further improving this system?

Research purpose

The main purpose of the research is to analyze the legal, institutional and socio-motivational features of the reward system in Uzbekistan and to scientifically assess the role of renewal in state and public development in independence

Research objectives

To achieve the goal, the following tasks were set:

to reveal the theoretical essence of the institutionalization of rewards;

Analysis of the legal basis of the state awards system of Uzbekistan;

Study of the impact of awards on labor and social motivation;

Analysis of the results of the research on the mechanisms of awards in the public sector in scientific terms;

Assessment of the impact of awarding practices in Uzbekistan on state and public development;

Development of scientific and practical proposals for improving the awarding system

The main hypothesis of the study is as follows:

If the state awarding system is based on clear, transparent, fair and measurable results, it will significantly contribute to the social activity of citizens, labor motivation, the effectiveness of state services and the formation of positive norms of behavior in society.

This study used qualitative and analytical approaches. The methodological basis of the study was institutional, systemic, comparative and motivational approaches.

The object of the study is the mechanisms of reward and social recognition implemented by the state and society in the Republic of Uzbekistan.

The subject of the study is the mechanisms of the reward system's influence on public administration, labor motivation, social activity, civic responsibility and community development.

The following sources were studied in the study:

The legislation of the Republic of Uzbekistan "On State Awards";

Presidential decrees and official materials;

Official data on state awards of Uzbekistan;

International scientific projects on public administration and labor motivation;

Empirical studies that studied the effectiveness of financial and non-financial incentives in the public sector.

Normative and legal analysis was used to identify the legal foundations of the state reward system in Uzbekistan.

Content analysis was used to identify the main criteria and values used in the presidential decrees on rewards.

Comparative analysis — made it possible to compare the practice of Uzbekistan with the incentive mechanisms identified in the international scientific literature.

A systematic approach — served to study rewarding not as a separate administrative process, but as a component of the system of public administration, human capital and social relations.

Analysis of scientific literature — made it possible to assess the impact of rewards and social recognition on employee behavior based on empirical research.

The results of the study show that the state rewarding system worked at three main levels:

first, at the individual level — personalization recognizes special merit

secondly, at the institutional level - it creates an incentive problem for effective activity in state organizations;

thirdly, at the social level - it popularizes values and behavioral patterns acceptable to society.

For example, in the system of state awards of Uzbekistan, services in the fields of economic and cultural development, national well-being, peace and stability, defense and security, science, education, culture and other areas are specially recognized.

Thus, the award system serves as a mechanism connecting the strategic goals of the state with personal activity.

In other words, through awards, the state is likely to form a chain of:

socially important activity → recognition → development of an example → motivation → repeated socially useful behavior

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Scientific literature shows that the impact of awards on human behavior is complex. The reward was smoked pork served not only as a material benefit, but also as a social assessment of the individual.

For example, in one of the pilot studies on incentives in the public sector, the effect of financial and non-financial rewards on the effectiveness of public service-oriented activities was studied. Researchers found that non-financial rewards smoked pork can increase performance under certain conditions, and in particular, the incentive effect is higher in individuals with strong social benefit-oriented motivation.

This conclusion is also of important methodological importance for Uzbekistan. Because in many areas of public service, the result of an employee's activity is not measured only in money. For a civil servant, serviceman, teacher, military serviceman, scientist or cultural worker, professional reputation, public recognition and appreciation by the state are also likely to be important motivational factors.

Therefore, the state award is likely to form a combination of:

material incentive + social recognition + professional prestige + sense of belonging to the state

The effectiveness of public administration largely depends on the internal motivation of civil servants and their attitude towards public service.

In the study of social recognition mechanisms in the public sector, it was shown that social recognition can, under certain conditions, improve the quality of work of civil servants. At the same time, it was found that the effectiveness of such mechanisms is not the same everywhere. For example, in the experiment conducted in two Nigerian states, social recognition improved the quality of reporting of civil servants in one region, but did not have a significant effect in the second region.

This result leads to an important theoretical conclusion:

not the subjectivity of the award, but its correspondence to the culture of the organization and social significance of the award determines the effectiveness of the award.

Therefore, in the development of the award system in Uzbekistan, it is necessary to pay attention not only to increasing the number of awards, but also to the content, criteria and level of acceptance of the award in society.

One of the important functions of state awards is to create a social role model in society.

The activities of the awarded person are presented to the public as an example. For example, a scientist who has been awarded a science award will demonstrate the social significance of scientific activity for young entrepreneurs. Those awarded for courage in military service are likely to become a symbol of patriotism and civic responsibility.

In 2024, when awarding products to military personnel and law enforcement agencies, values such as courage, bravery, dedication, ensuring peace and stability are emphasized.

In the awarding practice of 2025, one of the main criteria is long-term effective service in the fields of science, education, healthcare, sports, literature, culture and art, and the media, and contribution to the development of the country.

Thus, the award system will become an institutional tool that provides a practical answer to the question of the state: “When is a person and what activity is valuable to society?”

3.5. The role of awards in the development of science

International studies on the impact of awards on scientific activity show significant results smoked pork.

A study published in the Journal of Informatics in 2023 studied 1,466 recipients of 35 prestigious scientific awards. According to the results of the study, scientists who received prestigious scientific awards had increased subsequent scientific productivity and scientific impact, and in some cases, their scientific activity was more likely to continue.

Similar results have been noted in other projects that studied the impact of academic awards on scientific productivity. In particular, it was found that scientists who received some prestigious academic awards had higher publications and citations in recent years compared to a control group.

This indicates the strategic importance of developing a scientific award system in the conditions of Uzbekistan.

Scientific awards:

increase the professional prestige of a scientist;

show the social value of scientific activity;

create a role model for young scientists;

provide additional motivation for scientific activity;

may expand the possibilities of scientific cooperation and access to resources.

In Uzbekistan, State Awards in the fields of science and technology, literature, art and architecture are also used as a mechanism for recognizing high scientific and creative achievements

at the state level. The Presidential Decree on Awarding State Awards in 2022 lists a significant contribution to fundamental, scientific-technical and spiritual-educational life, as well as internationally recognized achievements, as criteria.

3.6. The award system and the strategic goals of the state

Another important aspect of the award system is that it connects the strategic priorities of the state with the activities of citizens.

For example, the recognition by the state of achievements in such areas as:

science;
education;
medicine;
entrepreneurship;
defense;
law and order;
culture;
sports;
ecology;
public activities
will increase the importance of these areas for the public.

In the 2025 awards, the contribution to increasing the country's economic power and export potential, ensuring employment and well-being of the population is indicated as the main recognition criteria.

This indicates that the award system is also related to economic policy.

Comparison of the research results with international scientific literature shows that the award system has a dual nature.

On the other hand, awards:
increase motivation;
improve labor efficiency;
strengthen loyalty to the state service;
Promote socially beneficial behaviors;
Increase professional prestige;
Possibly create a positive social role model.

On the other hand, rewards do not always automatically produce higher results.

For example, in a 2021 randomized experiment involving public service organizations, public recognition of employees

In general, it is appropriate to view the reward system not as an auxiliary element of state administration and social policy, but as an institutional mechanism for the development of human capital, social cohesion, and the coordination of the strategic goals of the state with the activities of citizens.

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