IMPLEMENTATION OF PRACTICAL SKILLS ASSESSMENT OF APPLICANTS IN THE PROCESS OF HIRING FOR PASSENGER CAR MANUFACTURING ENTERPRISES

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Students of higher education institutions, vocational schools and colleges undergo production practice at production enterprises every academic year in the territory of our country, as well as students at “UzAuto Motors” JSC, which is a part of “UzAuto Industry” JSC [1,2]. Get to know the enterprise's activities closely, students of vocational schools, colleges improve their skills in specific areas of the production process, and students of higher education institutions improve their skills in specialized departments [3,4,5].

Students get to know the activities of the most important departments of the enterprise - production, logistics, procurement, quality, engineering product management, technology and technical service, finance and document control departments [6,7,8].

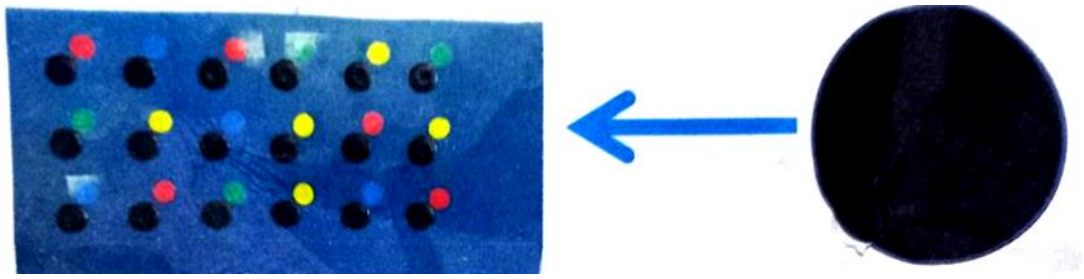
Vocational schools and college students undergo production practice in pressing, welding, painting, assembly shops and supply systems [9,10,11,12].

It can be said with confidence that the internship for students at "UzAuto Motors" JSC is not just a formality, but an important period. Most practitioners want to work in an enterprise. For this reason, many students approach practice with responsibility [13,14,15,16].

In the hiring process, it is important to accurately measure the skills of candidates as it relates to their ability to perform their jobs. Assessment of these skills can take many forms. Candidates may be asked for a writing sample, project or presentation [17,18,19]. For jobs with easily identifiable skill sets, you can ask candidates to assess their skills or take a standardized test to objectively assess their skills [20,21,22,23].

Assessing the qualifications of job applicants can be difficult. Powers vary from workplace to workplace as well as from industry to industry. With a growing millennial workforce, remote work options, and the ability to recruit candidates from around the world, skills assessments can level the playing field for all types of applicants [24,25,26,27].

The company's pre-employment assessment process can take many forms. For creative works, this assessment can come in the form of a portfolio. For editorial positions, candidates can use sample writing tests or request writing samples. However, for jobs that require the day-to-day use of specific skills, an effective method is a competency test that measures your ability to perform the required duties of the position [28,29,30,31].



1. Installing the rubber cover (5 minutes)

According to the instructions, install the rubber cover in the sequence of colors.

1. Take the rubber cover in your hand.

2. When installing in the hole, place it without leaving a gap between the stand and the rubber cover

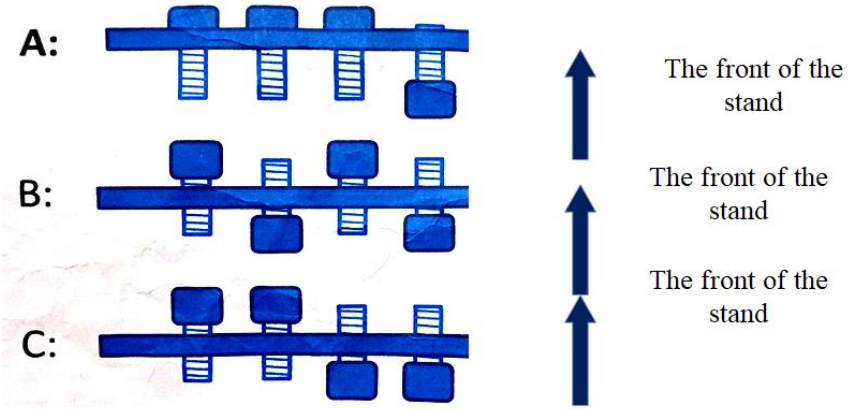
2. Fixing the axes (5 minutes)

Install the axes according to the instructions.

Install row A, then B, then C as shown.

1. Take the ax in your hand

2. Put the washer on the bolt, install the bolt in the hole of the stand and fasten it so that there is no gap between the bolt and the stand. (Manual)



1. Wheel installation (3 minutes)

Install in the specified order.

1. Take the wheel in your hand.

2. Install the wheel in its designated place.

3. Fasten the bolts in an "X" pattern. (Manual)

1. Putting the details from the board back to their place (5 minutes)

1. Loosen the rubber covers and put them in place.

2. Loosen the bolts and put them in place.

3. Loosen the wheel and put it in place.

Here, the ability of workers to perform given tasks is evaluated at the workplace as a special part of the standard [32,33,34]. This approach program is necessary to provide access to workers and employment in manufacturing enterprises or industries. This approach has a high degree of validity, as it allows the demonstration of competence in a real environment [35,36,37].

In turn, this test project was tested in practice by "UzAuto Motors" company in order to recruit future specialists [38,39]. Applicants who passed the tests in certain sections, workshops and departments were provided with jobs. The test of future specialists in the enterprise allows to better understand the specific features of their future activities through practice [40,41].

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