

212(11-12)'
2024

ISSN 1728-6220 (Print)
ISSN 1728-6239 (Online)
DOI: <https://doi.org/10.21003/ea>
WEB: <https://ea21journal.world>

ECONOMIC ANNALS-XXI

EA21JOURNAL.WORLD

Scopus

Web of Science (ESCI by WoS)

EBSCOhost

Index Copernicus

Ulrich's Periodicals Directory

C.E.E.O.L.

ERIH PLUS Index

InfoBase Index

SOCIAL AND ECONOMIC
DEVELOPMENT

ECONOMICS AND
MANAGEMENT OF
NATIONAL ECONOMY

ECONOMICS AND
MANAGEMENT OF
ENTERPRISES

WORKFORCE ECONOMY,
SOCIAL AND ECONOMIC POLICY

FINANCES AND MANAGEMENT

ISSN 1728-6220 (Print)
ISSN 1728-6239 (Online)
<https://doi.org/10.21003/ea>

CONTENTS

ECONOMIC ANNALS-XXI

Research Journal
Since 1996

212(11-12)'2024

<https://ea21journal.world>

Publisher

Institute of Society Transformation
(Poland; Ukraine)

Head of the Publishing Project

Dr. Oleh Soskin

Editor-in-Chief

Dr. Nadiya Matviychuk-Soskina

International Editor

Dmytro Masko

Economic Annals-XXI Journal
is recommended by the Polish Ministry of
Science and Higher Education
(MSHE points 2019: 40 pkt -
management and quality studies,
economics and finance)

Publication ethics:

the materials submitted for the
publication in the journal pass external
blind review and reviewing of the members
of the Editorial Board of the Economic
Annals-XXI Journal.

The ideas and offers, stated in the papers,
may not necessarily coincide with the point
of view of the Editorial Board.

The responsibility for reliability of
information in the papers, accuracy of the
titles, names and citations is carried by the
authors.

The Editorial Board keeps the right for
minor literary changes and shortening of
the papers saving the authors' style and
conclusions.

The texts submitted cannot be
published in the other economic journals
worldwide.

All plagiarism issues and issues related to
inappropriate citing etc. are to be settled
personally by the authors.

Copyright for papers: CC BY 4.0

E-mail: economic.annals@gmail.com

WEB: <https://ea21journal.world>

SOCIAL AND ECONOMIC DEVELOPMENT

**Abdieva, G., Khamdamova, M., Sadullaev, S., Matkarimov, I.,
Xusanova, Sh. (Uzbekistan), & Alzubaidi, L. H. (Iraq).**
Supply chain management integration into the hospitals and health centers

4

ECONOMICS AND MANAGEMENT OF NATIONAL ECONOMY

**Zokirov, K., Yusupov, A., Sherov, A., Abdullayev, D.,
Daminova, M., & Umarova, Z. (Uzbekistan).**
The effect of foreign direct investment and human resources on economic
progress of the agricultural sector in the selected developing countries of Asia
(with the focus on Uzbekistan)

10

ECONOMICS AND MANAGEMENT OF ENTERPRISES

Toshpulatov, M. (Uzbekistan).
The impact of employee training and skills development on the growth of financial
companies

16

**Botirov, A., Fayziev, S., Yakhshiboev, J., Jabborov, Kh.,
Malikova, U., & Narzullaeva, M. (Uzbekistan).**
The role of human resource management practices in shaping social capital
and enhancing financial performance of SMEs

22

**Sharopova, N., Zaxidov, G., Khudayberganov, Kh., Rakhmonova, F.,
Matkarimov, I., & Berdibaev, M. (Uzbekistan).**
The impact of human resource development on social capital dimensions
and financial performance: a case study of companies active in IT

27

Udayana, A. A. G. B., Negara, I N. S., Artadi, I. M. P., & Dwiyan, N. K. (Indonesia).
Digital marketing innovation and post-pandemic recovery: a comparative study
of private hospital visitation in Bali's tourism-dependent economy

33

**Wiryanto, W. (Indonesia), Sharopova, N., Abduxamidov, A., Sadullaev, S.,
Matkarimov, I., & Uljaeva, Sh. (Uzbekistan).**
The effect of online marketing of the horticultural products with an emphasis
on social knowledge and networks

39

WORKFORCE ECONOMY, SOCIAL AND ECONOMIC POLICY

Pujiyanti, N., Martono, S., Haryono, & Pramono, S. E. (Indonesia).
Investigating the relationship between employment commitment and employees'
performance in the primary education of Indonesia: a sustainable adaptive commitment

45

Djuachiriaty, Yu., Jamaliah, Putra, W., Rosyadi, & Bustami (Indonesia).
Economic and psychological determination in civil servants' investment decisions
ahead of retirement: empirical evidence from Indonesia

51

FINANCES AND MANAGEMENT

**Hinelo, R., Muktirizka, S. A., Prabowo, H., Mariani, M., &
Maharani, A. (Indonesia).**
Strategic human resource management to improve the performance
of the financial status of the financial institutes

56

The Economic Annals-XXI Journal is included into nine international indexation databases:

1) Scopus, The Netherlands

(SJR 2014: 0.186; SJR 2016: 0.243; SJR 2018: 0.210; SJR 2019: 0.234; SJR 2021: 0.225; SJR 2022: 0.193; **SJR 2023: 0.181**);

2) WoS Emerging Sources Citation Index (WoS ESCI);

3) Ulrich's Periodicals Directory, Great Britain, the USA; 4) EBSCOhost, the USA;

5) Central and Eastern European Online Library (C.E.E.O.L.), Germany;

6) InfoBase Index, India; 7) ERIH PLUS Index (Norway);

8) Index Copernicus, Poland (ICV 2020 = 128.67; ICV 2022 = 121.13; **ICV 2023 = 100**).

Recommended by the Polish Ministry of Science and Higher Education

(MSHE points 2019-2023: 40 pkt - management and quality studies, economics and finance)

Editorial Board of Economic Annals-XXI:

Bersheda Yevhen	Associate Member of the National Academy of Sciences (NAS) of Ukraine, D.Sc. (Economics), Professor, First Deputy Director, Institute of Legislation of the Verkhovna Rada of Ukraine, Kyiv, Ukraine
Bilorus Oleg	Academician of the NAS of Ukraine, D.Sc. (Economics), Professor, Head of Department of Global and Civilization Processes, Institute of the World History of the NAS of Ukraine, Kyiv, Ukraine
Chernyak Volodymyr	D.Sc. (Economics), Professor at the Economic Theory Department, University of Economy and Law «Krok», Kyiv, Ukraine
Filipenko Anton	D.Sc. (Economics), Professor at the World Economy and International Economic Relations Department, Institute of International Relations, Taras Shevchenko Kyiv National University, Kyiv, Ukraine
Galeotti Mark (USA)	PhD, Clinical Full Professor of Global Affairs at the Center for Global Affairs, New York University, USA
Horbulin Volodymyr	Academician of the National Academy of Sciences of Ukraine, D.Sc. (Engineering), Professor, Member of Presidium of the NAS of Ukraine, Director of The National Institute for Strategic Studies under the President of Ukraine, Kyiv, Ukraine
Kanygin Yuriy	D.Sc. (Economics), Professor, Department of Finance, Accounting and Audit, University of Modern Knowledge, Kyiv, Ukraine
Kravtsiv Vasyl	D.Sc. (Economics), Professor, Director of the State Institution «Institute of Regional Studies named after M.I. Dolishnyi of the NAS of Ukraine», Lviv, Ukraine
Libanova Ella	Academician of the National Academy of Sciences of Ukraine, D.Sc. (Economics), Professor, Member of the Presidium of the NAS of Ukraine, Director of Ptoukha Institute for Demography and Social Studies of the National Academy of Sciences of Ukraine, Kyiv, Ukraine
Matviychuk-Soskina Nadiya	PhD (Economics), Editor-in-Chief of the Economic Annals-XXI , Ukraine; Poland
Melnyk Mariyana	D.Sc. (Economics), Professor, Senior Research Fellow, Head of Sector for Spatial Development of the State Institution «Institute of Regional Studies named after M.I. Dolishnyi of the NAS of Ukraine», Lviv, Ukraine
Nor Safwan Mohd (Malaysia; Australia)	PhD (Finance), RHB Islamic Endowed Scholar in Finance, UMT Fund Manager, University of Malaysia Terengganu, Terengganu, Malaysia; Research Associate, Victoria Institute of Strategic Economic Studies, Victoria University, Melbourne, Australia
Ozhevan Mykola	D.Sc. (Philosophy), Professor, Honoured Worker of Science and Technology of Ukraine, Chief Researcher, the National Institute for Strategic Studies under the President of Ukraine, Kyiv, Ukraine
Podgorny Boris (Russian Federation)	D.Sc. (Sociology), Professor, Department of Philosophy and Sociology, Southwest State University, Kursk, Russian Federation
Radionova Iryna	D.Sc. (Economics), Professor, Kyiv National Economic University named after Vadym Hetman, Head of the Economic Theory Department of University of Economy and Law «Krok», Kyiv, Ukraine
Shevchuk Vasyl	D.Sc. (Economics), Professor, Director-in-General of the Research Centre for Sustainable Development, Kyiv, Ukraine
Shnyrkov Alexander	D.Sc. (Economics), Professor, Head of the World Economy and International Economic Relations Department, Institute of International Relations, Taras Shevchenko Kyiv National University, Kyiv, Ukraine
Soskin Oleh	PhD (Economics), PhD (Theology), Associate Professor, Director of Institute of Society Transformation, Professor of the National Academy of Management, Director-Editor & Publisher of the Economic Annals-XXI, Kyiv, Ukraine
Stecencko Inna (Latvia)	PhD (Economics), Professor, Vice-Rector of the Baltic International Academy, Head of PhD Program «Regional Economy and Economic Policy», Riga, Latvia
Storonyanska Iryna	D.Sc. (Economics), Professor, Head of Regional Financial Policy Department of the State Institution «Institute of Regional Studies named after M.I. Dolishnyi of the NAS of Ukraine», Lviv, Ukraine
Táncóšová Judita (Slovakia)	PhD (Economics), Professor in the Department of Economics and Finance, Vice-Rector for Education, School of Economics and Management in Public Administration in Bratislava, Slovakia
Vasa Laszlo (Hungary)	PhD (Agricultural Economics), Associate Professor, Institute for Foreign Affairs and Trade, Budapest; Research Professor, Szechenyi Istvan University, Győr, Hungary
Wierzbicka Ewa (Poland)	PhD (Economics), Adjunct Professor, Institute of Value Management, Warsaw School of Economics, Warsaw, Poland
Zernetska Olga	D.Sc. (Politics), Professor, Head of Global and Civilization Processes Department, Institute of the World History of the National Academy of Sciences of Ukraine, Kyiv, Ukraine
Zvarych Roman	D.Sc. (Economics), Associate Professor, Vice-Director, B. Havrylyshyn Education and Research Institute of International Economic Relations, Ternopil National Economic University, Ternopil, Ukraine

ISSN 1728-6220 (Print)
ISSN 1728-6239 (Online)
<https://doi.org/10.21003/ea>

ЕКОНОМІЧНИЙ ЧАСОПИС-XXI
науковий журнал

212(11 - 12)'2024

Видається з 1996 року

Керівник проекту

Олег Соскін

Головний редактор

Надія Матвійчук-Соскіна

Міжнародний редактор

Дмитро Масько

E-mail: economic.annals@gmail.com

WEB: <https://ea21journal.world>

Журнал перереєстровано

Міністерством юстиції України
Свідоцтво КВ № 20731-10531ПР
від 15.05.2014 р.

Журнал рекомендовано до друку та
поширення через мережу Інтернет.

Підписано до друку 28 грудня 2024 р.

Видавець:

Олег Соскін

Свідоцтво про внесення до

Державного реєстру

суб'єктів видавничої справи

ДК № 3273 від 03.09.2008 р.

Відповідальність за точність

наведених даних і цитат

покладається на авторів.

Передрук — за погодженням

із редакцією.

Матеріали друкуються англійською,

українською, російською та

польською мовами.

У разі цитування посилання

на «Економічний часопис-XXI»

обов'язкове.

© Олег Соскін, 2024