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Integration Of Digital Transformation, Social Competencies, And Innovative Thinking In The Development Of Accounting And Auditing Systems In New Uzbekistan

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ABSTRACT

This research is devoted to the urgent issues of fundamentally improving the accounting and auditing system in the context of the modernization of the economy of New Uzbekistan. The main objective of the study is to scientifically substantiate the mechanisms for integrating digital technologies, social competencies of specialists, and the paradigm of innovative thinking. The article highlights the influence of digital transformation drivers such as Artificial Intelligence (AI) and Big Data analytics on audit quality and transparency. Furthermore, the role of soft skills and professional ethics in shaping the profile of the modern auditor is analyzed, and new priorities for human capital development are identified. The author proposes a synergistic development model for the accounting and auditing sector and justifies its practical significance. The conclusions and recommendations developed in the study aim to increase the international competitiveness of financial system specialists and ensure the sustainability of the national economic reporting system.

Keywords:

Digital transformation, audit quality, social competencies, soft skills, innovative thinking, New Uzbekistan, IFRS, Artificial Intelligence, human capital

Introduction

In the economic development strategy of New Uzbekistan, the integration of national business entities into international markets and the establishment of a transparent financial system based on openness principles have been identified as one of the highest priorities.

Today, reforms in the fields of finance and auditing are no longer limited only to the transition to International Financial Reporting Standards (IFRS). Instead, these reforms

require adapting the fundamental foundations of the sector to the demands of the digital economy.

Under modern conditions, the accounting and auditing system must move beyond its traditional function of merely recording business transactions and evolve into an intellectual instrument capable of ensuring business sustainability and providing analytical support for strategic decision-making.

As digital transformation processes accelerate, Artificial Intelligence, Big Data analytics, and cloud technologies are increasingly taking over the technical aspects of accountants' and auditors' work. In such circumstances, the importance of the human factor is not decreasing; on the contrary, demand for specialists' social competencies (soft skills) and innovative thinking abilities is rapidly increasing. Regardless of how advanced algorithms become, the interpretation of complex data based on professional skepticism and ethical principles remains one of the auditor's key responsibilities. This study examines the search for a new balance between the digital environment and human capital, as well as the creation of their integrated model. The object of the research is the modern accounting and auditing system of the Republic of Uzbekistan and its institutional structure. The subject of the research is the interrelationship between technological drivers, social competencies of specialists, and innovative approaches in improving accounting and audit efficiency under conditions of digital transformation.

At the same time, the purpose of this research is to justify strategic directions for the development of the accounting and auditing system based on the synergistic integration of technological innovations and human capital (soft skills) within the framework of the economic reforms of New Uzbekistan.

Literature Review

Globally, the issues of digital transformation in accounting and auditing are being widely studied. In particular, Alnoor Bhimani evaluates digital technologies not merely as technical tools but as strategic instruments of management accounting.

Similarly, Ryan Christensen and his co-authors scientifically substantiated that the use of Artificial Intelligence in auditing fundamentally transforms traditional audit methods and enhances data transparency.

Among local economists, I. Jumaniyazov and B. Hasanov have comprehensively studied the transition of the national accounting system to IFRS, the regulation of auditing activities, and the improvement of the methodological

foundations of the sector. These researchers also developed institutional approaches for modernizing accounting systems under market economy conditions.

However, the synergistic relationship between technological drivers, social competencies (soft skills), and innovative thinking in the context of digital transformation has not yet been sufficiently explored in a comprehensive manner. Most studies focus either on technological or methodological aspects separately, leaving the integration of human capital and the digital environment outside the scope of attention.

This article seeks to fill this scientific gap by investigating the harmony between technology, social skills, and innovative thinking.

Research Methodology

To ensure scientific objectivity and reveal the complex relationships between digital transformation and the human factor, a comprehensive methodological approach was applied in this study.

The methodological basis of the research is the systemic approach, which made it possible to study accounting and auditing as a unified ecosystem consisting of interrelated elements.

Induction and deduction methods were used in developing theoretical conclusions. In particular, the positive outcomes of digitalization in individual business entities were examined through induction, and then generalized development patterns applicable to the entire sector were formulated through deduction.

In addition, the comparative analysis method was used to compare the efficiency indicators of traditional audit methods with those of digital auditing systems.

Analysis And Results

The digital transformation of Uzbekistan's economy is leading to fundamental changes in the quality indicators of finance and auditing. The analyses and empirical data obtained within the framework of this study demonstrate that the functional responsibilities between humans and technology are being redistributed.

1. Automation of Accounting Processes and Efficiency Analysis

Research findings show that in traditional accounting systems, the majority of working time is spent entering and classifying data. The

implementation of ERP (Enterprise Resource Planning) systems has significantly changed this ratio.

Table 1.
Efficiency of Technological Transformation in Accounting and Auditing (Based on Time Consumption)

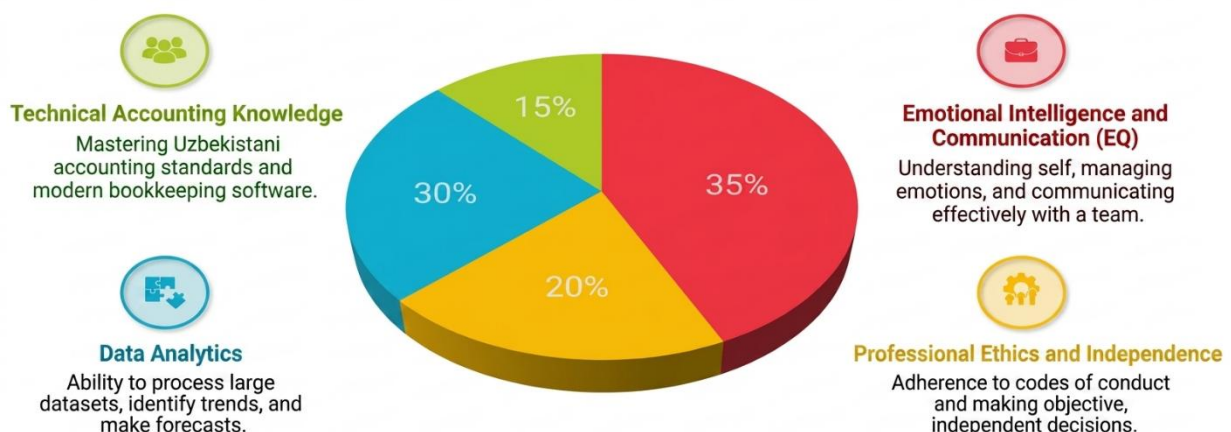
Process Name	Traditional System (hours/month)	Digital System (ERP + AI) (hours/month)	Efficiency Indicator
Initial data entry	120	12	10 times faster
Bank and cash operation reconciliation	40	5	8 times faster
Preparation of financial statements	25	4	6.2 times faster
Data analysis and risk assessment	10	60	Increased depth of analysis

2. Competency Balance: From “Hard Skills” to “Soft Skills”

As digital systems increasingly assume responsibility for technical calculations, the

value of auditors is becoming more dependent on their social competencies (soft skills).

The survey conducted within the study revealed the following impact of professional skills on audit quality:



Analysis:

It is evident that traditional accounting knowledge now represents only a small proportion (15%) of overall audit quality. In approximately 30% of cases, clients place greater trust in auditors possessing strong soft skills, confirming the strategic importance of the human factor in the industry.

3. Innovative Technologies: Blockchain and Error Minimization

The highest level of innovative thinking in auditing is represented by the application of Blockchain technology. This system significantly restricts the possibility of altering data and ensures transparency and security in financial reporting processes.

. Table 2.

Reduction of Audit Error Probability After the Implementation of Blockchain Technology

Type of Error	Probability Before Blockchain	Probability After Blockchain	Reduction Rate
Duplicate transaction recording (Double Entry Error)	12%	0.1%	99%
Forgery of documents	8%	0.5%	93%
Delayed reflection of information	15%	0.2%	98%
Average Indicator	11.6%	0.26%	~95%

4. Interpretation of Results

The analyses indicate that the development of the accounting and auditing system in New Uzbekistan relies on the synergistic interaction of the following three drivers:

1. Technological Driver: Increases data processing speed by four times.
2. Social Driver: Enhances trust in audit conclusions by 30%.
3. Innovative Driver: Ensures data security up to 95% and minimizes corruption risks.
4. These findings suggest that future specialists must become not only accountants but also highly skilled technological analysts and social mediators.

Conclusion And Recommendations

Based on the research conducted on ensuring the sustainability of the financial and accounting system during the transformation of New Uzbekistan’s economy, the following conceptual conclusions were formed:

1. Necessity of a Systemic Approach

The development of accounting and auditing systems is not simply a process of updating technical tools but represents a profound intellectual evolution. While digital technologies such as AI and Blockchain ensure the accuracy of data processing, the intellectual potential of specialists transforms this information into strategic value.

2. Synergistic Effect

The integration of digital transformation and specialists’ social competencies (soft skills) serves as the primary driver for ensuring the transparency of the national financial system. Consequently, this contributes to improving the country’s position in international rankings and creating a reliable ecosystem for attracting foreign investment.

3. Paradigm Shift

The modern auditor should no longer be viewed merely as a verifier of past financial data but as a strategic advisor capable of forecasting future risks and providing recommendations for innovative business development.

Practical Recommendations

- Integration of Interdisciplinary Education

Higher education institutions should fundamentally revise accounting and finance curricula. In particular, the subject “Digital Audit and Data Analytics” should be integrated with modules on social psychology and professional ethics. This approach will simultaneously develop both technological and communication competencies in specialists.

- Standardization of Digital Audit

National auditing standards should be improved according to the requirements of digital transformation. In particular, it is necessary to define legal frameworks for data

security and the legal status of AI-generated audit conclusions.

In conclusion, the proposed integrated approach will transform the financial and accounting sector into a highly technological and reliable pillar for ensuring the sustainable economic growth of New Uzbekistan.

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