

WAYS TO IMPROVE LABOR EFFICIENCY AT THE ENTERPRISE

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Annotation: This article studied information related to the importance of creating conditions for increasing labor productivity in enterprises in the modern economy. The purpose of the article is to solve the contradictions between managers of different levels and performers who are directly performing their duties on the basis of the creation of a toolkit to improve the efficiency of an industrial enterprise. As a leading approach, the following theories were considered: theory of solving inventive problems, diversionary analysis, theory of management, theory of Personnel Management, including the concept of basic indicators of activity. Labor productivity in the article determining the main criteria for improvement consider factors that reduce the effectiveness of the system out. In this article, I compared the labor productivity of two enterprises and brought my thoughts on increasing productivity.

Keywords: Labor productivity, labor markets, economic fluctuation, employment, performers, labor remuneration.

Introduction. Labor productivity is the economic efficiency of labor activity of employees is an indicator. And the concept of labor efficiency is broader than the concept of productivity being that it is beyond the economic aspects (actually labor productivity) again psychophysiological and includes social aspects as well. The concept of “Labor fund”, at least, in its modern form, it was first introduced in the early 1960s by Arthur Okun (1963) fully expressed [1]. By the end of the 20th century, the concept of “Labor fund” the activities of labor markets of economists and labor productivity and economic fluctuations became an accepted part of their explanation of the link between. This is the emergence of the concept included a combination of four main elements:

1. measured labor productivity turned out to be procyclic.
2. rising at the time of expansion
3. decreases during contraction; contradictions to neoclassical firm theory in competitive economics;
4. possible explanation based on behavioral optimization by the firm.

Each of these three elements-fact, contradiction and explanation-is at least twentieth it has its own history dating back to the first decades of the century. Modern labor the history of the emergence of the concept of accumulation requires the presentation of these three stories does, they include the work of economists based on different goals and most often, if, in general, the concept of labor with existing issues does not deal. the collection was eventually used. As the most recent turn in history.

The long-standing positive relationship between labor productivity and production in the U.S. economy began to fade in the late 1980s; and economics during the Great Recession when it contracted, the yield rose. The concept of the assembly of this modern labor the emergence of this modern concept of Labor is one of the three main includes a combination of an element: fact, perceived conflict and explanation. Three the main element: fact, perceived confrontation and explanation. Measured labor productivity (labor productivity measured per worker or per hour

(per worker or per hour worked) is procyclic, rising at the time of expansion and falling at the time of contraction went [2]. This fact was contrary to the widespread theory: the widespread theory:

Short-lived film in competitive industry in the firm's basic neoclassical theory, short-term fluctuations in demand are caused by an increase in variable labor consumption or is satisfied at the expense of reduction. , demand is an increase in variable labor consumption or is satisfied by decreasing;

Without change, taking into account the hypothesis of a decrease in capital. Marginal of Labor referring to a decrease in productivity, this is the average labor productivity of original should move labor productivity, which is average labor it should lead to the movement of its productivity [3].

Except for a possible cycle. To optimize the behavior of the company an explanation that can be based on, hiring, company expenses, hiring, the cost of layoffs and staff training makes this an optimal ring and training. To employers whose employees have experienced a drop in demand in the short term relatively more workers are faced with retention or a decrease in demand in the short term incoming employers make it acceptable to keep more workers.

This reduces the amplitude technically necessary for flow production. This relieves the amplitude of the change in employment in response to changes in demand, in response to the change in demand, the leading averages, the leading average demand when reduced, production per worker decreases. Per worker when demand falls the volume of production that falls. Each of these three elements-fact, contradiction and explanation is the peculiarities of three elements - fact, contradiction and explanation -at least has its own history. The opening decades of the 20th century. own history, at least Dates from the early decades of the 20th century. Telling the story of the emergence of the concept of modern labor fund, telling the story of the emergence of the concept of the modern labor fund requires giving, taking into account these three histories of economists, requires the telling of a history that includes the work of economists. to different purposes based and often not mainly, but in general, associated with different goals and often,basically, if in general, the concept of Labor collection is to eventually solve related to issues used. As it turned out, the concept of Labor accumulation was used to solve the afterlife [4]. Labor productivity as the final part of the story the long-standing positive relationship between the United States in the late 1980s long-term positive between labor productivity and production volume in the economy relations began to disappear; and in the late 1980s, production began to disappear in the U.S. economy; and during the Great Recession, labor productivity rose, and the economy constricted. During the Great Recession, labor productivity rose and the economy shrank.

Current conditions of the Russian Federation, as well as the heads of enterprises and enterprises it is characterized by a sharp increase in confrontation between employees, which means that they leads to a sharp struggle between them, and this format of relations is a hidden enemy focused on their actions. support their positions on both sides. Such the reason for the condition, in our opinion, is under the influence of many years of experience as a crepostnoy based on the thinking of many managers and employees in developed Russian enterprises are the initial Logical Foundations [5]. It is also used in the economic literature various interpretations of the concept of productivity also exert their influence on labor in the classical form interpretation of productivity as an increase in product per unit of time per worker is made. More modern definitions focus on competitiveness and product quality. This the approach is being developed in the concept of cost-effective production. Labor another position for interpreting productivity is that of labor productivity the growth is not only to increase the production of products per unit of time, but first of all the unit represents a reduction in production. ultimately, the result is that the product to

increase its competitiveness and promote it in the consumer market cost of this product. In our opinion, working on the main weekends in the goal setting system is attractive for performers who receive double salaries and with the fact that from the point of view of the company it allows you to perform work of the required size attractive. In reality, the work proceeds as follows: at the time of work, employees are the required amount they produce products, but at the same time hide part of the production, this creates an artificial shortage and leads to failure to comply with the production plan [6].

During overtime, performers imitate acts of violence, in advance they take prepared products and ensure the implementation of the plan. At the same time, labor remuneration is carried out at a double rate, which allows Increase employee income. This practice is widespread in Russian enterprises and it has a deep economic meaning, as it is both for the enterprise and for the employees of the enterprise gives benefits. The enterprise has employees there is an opportunity to increase their income, and the company produces products of a certain size regulation of labor costs of workers depending on the real need for release able to, the contradiction is that, the logic of managers ' thinking is that the growth rate of labor productivity is an increase in wages implies the idea that it should be higher than the pace. To the paths given for this must follow:

- increase employee development plan;
- preventing performance wage growth;
- reduce the time to perform certain operations;
- lower prices to perform certain types of work [7].

The main drawback of this logic is complete transparency for experienced performers. "Today - record, tomorrow is the norm!" lies in the genetic memory of employees of enterprises Russia. Accordingly, the experiment developed a measure of serious resistance: you can plan several you can't do more than percent! Over-execution of the plan will make the plan for the next period leads to an increase or a reduction in wages.

Let's say the opposite:

- the plan needs to be improved because it increases efficiency;
- it is not necessary to increase the plan, because it is due to the fear of a decrease in wages of employees causes resistance.

The standard solution that allows you to remove this contradiction is on weekends is to work or overwork.

Conclusion. Organization of labor in enterprises, significant and important for each enterprise the process is. This article explains the importance of this process and its basic concepts about lit. The dangerous structure of Labor Organization, making employees advanced, giving them provide motivation, increase work activity, and establish important management systems, methods of practice carried out at enterprises are studied. Empirical research, scientific written from analysis and data from enterprise managers, this article is about, the fact that the organization of labor in enterprises helps in a more comprehensive decision-making created in order. This article is about the process of organizing labor in enterprises provides insight into the importance and its important foundations, and is also good at enterprises provides recommendations for the installation of control systems.

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