

THE IMPORTANCE OF THE CORRECT ORGANIZATION OF LABOUR IN IMPROVING THE EFFICIENCY OF INDUSTRIAL ENTERPRISES

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Annotation: *In this article, reflecting the results of our scientific research, it is argued that the issue of organizing labor activity in industrial relations is one of the main indicators and that in industrial relations there is an interdependence between labor force and tools, labor force. This interdependence and influence is the result of how work is organized. At the end of the article, recommendations are given for increasing labor productivity in industrial enterprises.*

Keywords: *productivity, workshops, wage fund, profitability, industrial relations, labor productivity.*

In the context of economic modernization, the main task is to effectively organize the activities of the enterprise and ensure the comprehensive development of productive forces and production resources on a mutually proportional basis. The focus is on expanding the production activities of enterprises and improving the efficiency of industrial enterprises, based on the modernization of production assets and the improvement of the wage system. The Republic of Uzbekistan's national economy was created due to the social division of labor and is developing on the basis of general economic laws and rules.

The issue of labor organization in industrial relations is one of the most critical indicators. In production relations, there is an interdependence between the labor force and the tools of labor, the objects of labor. Interdependence and influence are the results of how work is organized. The organization of labor requires, on the one hand, the emergence of its foundations (legal, moral, psychological, economic, social), and on the other hand, the formation of a labor mechanism.

In a narrow sense, the organization of labor refers to a number of practical measures, such as the organization of human labor, division of labor and cooperation, organization of

jobs, rationalization of working methods, conditions and procedures for rest, labor rationing, training and advanced training of workers. Qualification of employees, material incentives, and strengthening of labor discipline is understood as a set of measures. From this, we can conclude that the organization of effective labor activity (ensures the availability of the subject of labor and means); organization of working conditions (technological and environmental factors are necessary); organization of labor relations (requires the formation of relations between employees); ensures the organization of wages, measurement of labor, standardization and evaluation of labor costs by its quality. The solution of these problems is not only of independent importance but is also considered as an integral function of the organization of labor activity. These processes “are determined by comparing the effectiveness of the management system, the funds spent on the organization of the subsystem, and the results obtained” [6.37p.].

Organizational and economic factors, including the organization of wages, play an important role in improving the efficiency of the production activities of enterprises. Their importance increases with the complexity of improving the economic efficiency of enterprises. These factors, firstly, include a reasonable increase in the impact of wages, the renewal of production forms and the improvement of existing ones - concentration, specialization, cooperation and combination.

The issues of increasing the efficiency of industrial enterprises have been the focus of the attention of scientists for many years. In enterprises, several departments work proportionally to each other. These departments can be divided into two parts: main departments (workshops) and auxiliary departments (workshops). The main seminars produce products and generate income for the enterprise. All other workshops and departments can be combined into one conditional detachment - auxiliary departments and workshops.

Economists A.S., Oganessian I.A. Oganessian recommended determining the index of labor efficiency of the collective of shops, by determining the dependence of the profit of the enterprise on the values characterizing the work of these shops, as follows [5. 35b]:

$$\Pi = f(B_n, B_{M1}, B_{M2}, B_{M3}, \Phi_n, \Phi_{M1}, \Phi_{M2}, \Phi_{M3}, \Phi_{Bn}), \quad (1)$$

where: Π - profit of the enterprise;

B_n - the total income of the enterprise from the sale of goods;

B_{M1} , B_{M2} and B_{M3} - income from the sale of goods of each store;

Φ_n - the general wage fund of the company's employees;

Φ_{M1} , Φ_{M2} , Φ_{M3} - payroll funds for employees of each store;

Φ_{Bn} - the general wage fund of all auxiliary units.

Dividing all the quantities included in the formula by Φ_n and making the appropriate substitutions with dimensionless variables, equation (1) can be expressed in the following form:

$$\frac{\Pi}{\Phi_{\Pi}} = \varphi \left[\frac{B_{\Pi}}{\Phi_{\Pi}}, \frac{B_{M_1}}{\Phi_{M_1}}, \frac{B_{M_2}}{\Phi_{M_2}}, \frac{B_{M_3}}{\Phi_{M_3}}, \frac{B_{\Pi}}{\Phi_{\Pi}}, \frac{\Phi_{M_1}}{\Phi_{\Pi}}, \frac{\Phi_{M_2}}{\Phi_{\Pi}}, \frac{\Phi_{M_3}}{\Phi_{\Pi}}, \frac{\Phi_{\Pi}}{\Phi_{\Pi}} \right], \quad (2)$$

Here is $\frac{\Pi}{\Phi_{\Pi}}$ the profitability of the wage fund of the enterprise, i.e.

$$\frac{\Pi}{\Phi_{\Pi}} = \frac{B_{\Pi}}{\Phi_{\Pi}} = \frac{\text{enterprise profit}}{\text{the entire enterprise salary}}$$

Thus, equation (2) shows that the profitability of the wage fund of employees of the enterprise is determined by the totality of the above dimensionless parameters characterizing the results of labor and wages at the enterprise.

The results of many years of research and observations have led to the following conclusions. The need to organize labor is objectively related to existing and constantly developing categories: the division of labor and cooperation. The boundaries of the division of labor are important, and their violation usually leads to a change in labor productivity, production costs, etc.

At a later time, the situation in the field of labor organization worsened somewhat, there was some rollback. This was manifested in a decrease in labor productivity, a deterioration in the quality of products, goods, and services, an increase in the loss of working time, a decrease in the professional training of workers, etc. For this reason, the regularity of knowledge in the field of labor organization is especially important. The organization of labor is closely related to its regulation. It consists of activities in the field of labor and production management.

The correct application and improvement of labor standards, such as time, production, service and management in enterprises, leads to an increase in the efficiency of labor organization.

Productivity is the ratio of the number of products produced in a certain period of time to the amount of resources spent on the production of a certain type of product. The structure of the system of indicators of labor productivity should be based on the definition of the functional task of each of them. The criterion for the classification of indicators is the way of expressing the results of labor. The task of determining labor productivity, creating its system, studying is an important direction. Methods for measuring labor productivity are classified as multifactorial, vector and criterion.

Business efficiency at different enterprises is achieved by different methods, depending on their capabilities and the economic opportunities that open up. There is no one size fits all approach to performance. The task of the enterprise is to find ways to achieve efficiency in all activities.

Since labor productivity is a developing indicator, the study of factors and reserves has become an urgent task. The creation of a backup system is the most important direction in increasing labor productivity.

Based on the foregoing, it is advisable to implement the following measures at industrial enterprises:

1. One of the important conditions for the development of the industry is the regular, that is, consistent implementation of the principle of the material interest of workers. Therefore, it is necessary to pay special attention to the improvement of wages in industrial production and the use of its most progressive methods. At the same time, it is necessary to create the necessary working conditions for workers and ensure their social protection.

2. The level of knowledge and skills of industrial workers is the most important element of the country's productive forces. It is necessary to pay serious attention to the training of qualified personnel, advanced training and retraining of personnel.

Summarizing the above opinions and recommendations, it can be shown that the implementation of the recommendations and opinions will ensure the economic sustainability of enterprises, improve the quality and competitiveness of their products, and develop their activities. As a result, the level of profitability at enterprises increases, the interest of employees in work increases, and the enterprise manages to continue its activities even in difficult conditions and contributes to the development of the economy of our country.

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