



Efficiency of Use of Labor Resources in Production Enterprises

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ABSTRACT

The article developed economically based proposals and recommendations for the provision of labor resources and effective use of production enterprises.

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In the conditions of updating the economy, the sufficient supply of production enterprises with the necessary labor resources, their rational use, a high level of labor productivity are of great importance for increasing the volume of products and increasing production efficiency.

It should be noted that the principle "for human dignity", proclaimed by the president of the Republic of Uzbekistan Shavkat Mirziyoyev, is intended to reduce poverty and increase the income of the population as the main direction for the effective solution of social issues in our country. Under this

principle, in the past five years" ...providing the population with new jobs and a guaranteed source of income, qualified medical and educational services, decent living conditions has reached a qualitatively new level." [1] One of the main criteria of the economic direction of the development strategy of the new Uzbekistan is the effective use of human resources and their development.

In particular, the volume and timeliness of all work, the effectiveness of the use of equipment, machines, mechanisms and the volume of production of products as a result of this, its cost and a number of economic indicators depend on the provision of enterprises with labor resources and their effective use.

The fact that the enterprise is provided with labor resources is seen in the following main tasks:

- Study and assessment of the provision of labor resources of the enterprise and its structural units, as well as by categories and professions;
- in-depth verification of the validity of the tasks of the plan in the field of reducing the amount of labor spent on the product and increasing labor productivity;
- to determine the reasons for the deviation of the effectiveness of organizational and technical activities from the effectiveness of the calculation, its correct reflection in labor norms and the effectiveness achieved in reality;
- assessment of the state of labor Organization and its level, of course, highlighting the indicators of the use of working time,
- manual labor, first of all, to note the reduction of physical labor, the attestation of jobs, the assessment of the form of the brigade of the organization of labor;
- assessment of the effectiveness of work in the field of improving the use of the personal factor of production, analysis of the volume and composition of labor potential, the psychological situation in the team of the labor incentive and wellness system;
- gather the necessary materials to make decisions regarding dynamic, current and future planning and management;
- determination and study of indicators of personnel invisibility;
- pricing of reserves of labor resources, their more complete and efficient use.

The components of information sources for analysis include the labor plan, labor reporting statistical reports, tabel-based accounting and personnel department data. The analysis of the provision of labor resources of the enterprise is carried out on the basis of a certain method.

The method, in general, refers to the way in which a particular job is performed. It includes a complex of various roads and necessary technical means.

The method of application to the analysis of the provision of labor resources of the enterprise is understood as the way of assessing activities in the field of achieving the goal set by the enterprise.

In this case, there will be this labor potential in certain organizational and technical conditions. The main purpose of the analysis of labor resources is to increase the validity of planning of production economic activities at the enterprise in teams from the division to the Union and sectoral, to improve its management. It is necessary to examine the administrative and managerial potential in terms of the actual level of education of each employee, his compliance with the position held, and the issue of

Personnel Selection in relation to their training and professional development. The level of qualifications of the employee largely depends on their age, length of service, education, etc. Therefore, in the process of analysis, changes in the age, length of service, education of workers are studied. Since this change occurs as a result of the movement of the labor force, much attention is paid to this issue in the process of analysis. The reasons for the discharge of employees (voluntarily, for staff reduction, violation of labor discipline, etc.) learning is necessary. Due to the more complete use of the existing labor force, increasing labor productivity, accelerating production, accelerating production, complex mechanization and automation of production processes, the introduction of much more general production techniques, improving the technology and organization of production, the tension in providing the enterprise with labor resources can be eliminated for some time.

As a result of the implementation of the activities listed above, reserves for reducing the need for labor resources should be determined. If the enterprise expands its activities, increases production capacities, organizes jobs, then it will be necessary to identify additional needs for labor resources by categories and professions, find sources of their involvement. Reserves of increased production due to the creation of additional jobs this number of seats is determined by an increase in the amount of average annual output at the expense of one employee.

The analysis of the supply of labor resources of the enterprise should be carried out in a strong connection with the study of the implementation of the plan for the social development of the enterprise by the following groups of indicators:

- Staff training;
- improve the working conditions of employees and strengthen their health;
- improvement of socio-cultural and housing and household conditions;
- social protection of members of the labor collective.

Such forms of the collective agreement as a plan for improving the socio-cultural conditions of the worker and their families, the sphere of social protection of employees of the enterprise and pensioners, as well as reporting materials on the implementation of the established measures to increase the level of social development of the enterprise and social protection of members of the labor. When analyzing the implementation and dynamics of the plan in the field of professional development of employees of the enterprise, such indicators are studied, in particular, in Higher, Secondary specialized educational institutions, in the system of training working personnel at the enterprise, the number and percentage of employees who are studying, improving their qualifications, and other similar indicators. Social qualification indicators should also reflect the change in the qualifications of employees who have become exempt from work and the organization of employment. The implementation and increased implementation of the plan in the field of improving the qualifications of employees contributes to their increase in labor productivity and is described in the positive light of the activities of the enterprise. In order to improve the working conditions of employees and evaluate the measures to strengthen their health, the following indicators are used:

- The provision of workers with sanitary and household rooms;
- the level of sanitary and hygienic conditions of Labor;
- The degree of frequency of complaints at the expense of 100 people;
- percentage of employees with occupational diseases;

- percentage of total morbidity of my employee;
- Temporary incapacity for work at the expense of 100 people number of days;
- percentage of employees who have strengthened their health in sanatoriums, profilactorias, holiday homes, travel on tourist trips, etc.

The implementation of measures on labor protection and frustration techniques is also analyzed. Employees and their family members socio-cultural and housing conditions, household conditions include the following indicators, in particular, the provision of housing conditions by employees, the implementation of a new housing construction plan, socio-cultural and household facilities, the implementation of plans for the construction of kindergartens, profilactorias, holiday homes, the improvement of settlements, the provision of residential funds with a number of factors Much attention is paid to the issues of social protection of the activities of members of the labor collective. The problem that has arisen in them is that with the development of market relations, the enterprise is increasingly developed. The most typical areas of social protection established by collective agreements are, first of all, the provision of material assistance to families with many children, the provision of employees of the enterprise with garden and vegetable plots, the provision of interest – free loans for housing construction, the allocation of building materials at reduced prices, the sale of auxiliary agricultural products at low prices, Issues of social protection of employees are especially relevant for enterprises on the verge of bankruptcy. These include measures to save jobs, prevent the mass dismissal of employees, provide financial assistance to employees who have been discharged, but want to engage in entrepreneurial activity, prematurely retire employees on the eve of retirement age, temporarily limit the increase in wages, switch to an incomplete working day and week, the purpose of which is to preserve the number of employees. One of the measures to mitigate the social consequences of the distress of disadvantaged Enterprises is to help discharged employees get a job in vacancies in other closely related professions, thereby allowing them to change their profession. In general, at the expense of the full use of the available labor force, increasing labor productivity, accelerating the production process, introducing production techniques that are common, improving the organization of the production process, it is possible to eliminate the tension in providing the enterprise with labor resources for some time.

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