



Efficiency of Use of Labor Resources in Construction Enterprises

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ABSTRACT

This article is dedicated to the sufficient supply of necessary labor resources of construction enterprises in our Republic, their rational use and increase of production efficiency. Also, the scientific conclusions developed by the authors on increasing the potential of labor resources in the near future are described.

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The economic reforms, the formation of market relations, and the development and status of the country's economic sectors are fundamentally changing the economic reforms that are being carried out between the regions of our republic. The existence of enterprises with different properties, sizes and activities is the reason for the formation of new economic and legal relations. This situation also has an effect on the relations between people, their view on property, the obtained result and its efficiency is changing fundamentally. These processes depend on the effective use of available labor resources to provide employment to the population and thereby achieve socio-economic development.

Labor resources are the part of the population that can participate in the creation of material wealth due to the combination of physical abilities, special knowledge and experience;

Labor resources include:

- all working-age population of the country;
- able-bodied population of working age;
- workers of working age;
- able-bodied and disabled population, as well as younger and older people of working age;
- a part of the country's population that has the necessary physical development and health, mental abilities and knowledge to work in the republic's economy.

In the conditions of economic renewal, sufficient supply of construction enterprises with the necessary labor resources, their rational use, and high level of labor productivity are of great importance for increasing the volume of products and increasing production efficiency. In particular, the volume and timely completion of all work, the efficiency of the use of equipment, machines, mechanisms and, as a result, the volume of product production, its cost and a number of economic indicators, ensure that enterprises provide labor resources and use them effectively. depends. The supply of labor resources of the construction enterprise is reflected in the following main tasks:

- To study and assess the provision of labor resources of the enterprise and its structural divisions, as well as categories and professions;
- in-depth examination of the basis of plans and tasks in the field of reducing the amount of work spent on building materials and increasing labor productivity;
- to determine whether the effectiveness of organizational and technical activities is correctly calculated, whether it is correctly reflected in the labor standards, and the reasons for the deviation of the efficiency achieved in reality from the effectiveness of the account book;
- to assess the state of labor organization and its level, of course, to distinguish the indicators of the use of working time, to note that manual labor, first of all, physical labor has been reduced, that jobs have been certified, the organization of labor in the form of a brigade assessment;
- to assess the effectiveness of work in the field of improving the use of the personal factor of production, the size and composition of labor potential, the psychological situation in the team of the system of labor promotion and health;
- collecting necessary materials for making decisions about planning and management with a view to speed, current and future;
- to determine and study the indicators of staff unemployment;
- valuation of reserves of labor resources, their fuller and more efficient use.

The components of the information sources for the analysis include the work plan, statistical reports of the labor report, accounting based on the table, and information from the personnel department. The analysis of the supply of labor resources of the construction enterprise is carried out on the basis of a certain method. A method generally refers to a way of doing a particular job. It includes various roads and a complex of necessary technical means. The method of applying to the analysis of the provision of labor resources of the construction enterprise means the way of evaluating the activity in the field of achieving the goal set by the enterprise. This labor potential in certain organizational and technical conditions will be available. The main purpose of the analysis of labor resources is to increase the

reliability of the planning of production and economic activity in the teams from the division to the union and network in the enterprise, and to improve its management.

The analysis of the provision of labor resources of the enterprise should be carried out in close connection with the study of the implementation of the social development plan of the enterprise according to the following groups of indicators:

- Improvement of staff qualifications;
- improving working conditions and strengthening health of employees;
- improvement of socio-cultural and housing-domestic conditions;
- social protection of labor team members.

The following indicators are used to evaluate measures to improve the working conditions of employees and strengthen their health:

- Provision of workers with sanitary and household rooms;
- the level of sanitary and hygienic conditions of work;
- the frequency of complaints per 100 people;
- percentage of employees with occupational diseases;
- percentage of the employee's total illness;
- number of days of temporary incapacity for work per 100 people;
- the percentage of employees who strengthened their health in sanatoriums, prophylactics, holiday homes, traveled on tourist vouchers, etc.

The implementation of measures on labor protection and safety techniques is also analyzed. The socio-cultural and housing and household conditions of employees and their family members include the following indicators, namely, the provision of housing for employees, implementation of the new housing construction plan, social-cultural and household facilities. includes implementation of plans for the construction of nurseries and kindergartens, preventive measures, holiday homes, beautification of settlements, provision of housing funds with a number of factors such as communal facilities (water supply, heating, sewage, gas). Much attention is paid to issues of social protection of the members of the labor team. The enterprise will be developed more and more with the solution of the problems that have arisen in them and the development of market relations. The most typical areas of social protection defined in collective agreements are, first of all, financial assistance to families with many children, provision of garden plots for enterprise employees, interest-free loans for housing construction, building materials at reduced prices. distribution, sale of auxiliary agricultural products at low prices, allowances for treatment, referrals, one-time allowances for retirement, anniversaries, weddings, vacations, partial food, travel expenses and so on. Issues of social protection of employees are especially relevant for enterprises on the verge of bankruptcy. These include preserving jobs, preventing mass layoffs, providing financial assistance to employees who have been dismissed but want to engage in entrepreneurial activities, early retirement of employees approaching retirement age, temporary limitation of wage increases, part-time working days and weekly measures are included, the aim of which is to maintain the number of employees. One of the measures to mitigate the social consequences of the crisis of insolvent enterprises is to help the laid-off employees to find jobs in other related professions, allowing them to change their profession. In general, due to the full use of the existing

workforce, increasing labor productivity, speeding up the production process, introducing common production techniques, improving the organization of the production process, it is possible to somewhat eliminate the tension in providing the enterprise with labor resources.

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