Improving the Organization and Management System of Labor Protection in Industrial Enterprises

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Abstract: This article examines the issues of effective organization of the work process in industrial enterprises, personnel policy, enterprise development and joint management, strategic and operational aspects of human resources management in the enterprise, and examination of knowledge on labor protection.

Keywords: industrial enterprises, personnel management, system improvement, personnel selection, legal relations, personnel.

INTRODUCTION. The essence of collective management in industrial enterprises, including workers, employers and other owners of the enterprise, is the establishment of organizational-economic, social-psychological and legal relations between the subject and the object of management. These relations are based on the principles, methods and forms of influencing the interests, behavior and activities of employees for their fuller use. From a methodological point of view, this field of management has its own conceptual apparatus, features and practical indicators, special procedures and methods [1].


A significant contribution to the development of labor protection management systems was made by foreign authors: P. Dormon, R. Kalimo, M. Murtonen and others [3].

Foreign experience in organizing effective labor protection management is poorly adapted to the conditions of Uzbek reality, not being combined with both the legislative sphere and the national mentality, and domestic experience is still insufficient. In addition, publications on the topic of labor protection management are mainly devoted to the consideration of individual problems in this area, which makes it difficult to use a systematic approach, which is fundamental for modern management systems, does not allow drawing reasonable conclusions, and does not involve complex solution methods. Therefore, it is necessary to strengthen both theoretical research in terms of identifying and analyzing the reasons hindering the process of improving labor protection management in an organization, and practical research on ways to comprehensively and economically sound approach to improving labor protection management in an organization and increasing its efficiency. From the standpoint of modern management systems, for this it is necessary to use a systematic approach that involves a comprehensive study of phenomena or a process as a whole.

DISCUSSION AND RESULTS. One of the urgent tasks is to improve the personnel management system in industrial enterprises in the conditions of transition to market relations. During the transition from the centralized planning system of the national economy to the market...
model of the economy of a certain region, the optimization of the system of formation, distribution and use of personnel and its potential is of particular importance for every industrial enterprise [4].

New management methods and knowledge, skills, competence, discipline, motivation, willingness to learn problems, organization of the company's capabilities, organization of a competitive enterprise always depends on the people working in the enterprise.

The formation of competence among employees begins with the selection of personnel and their employment. People who come to the organization should have education and work experience.

Implementation of the goals and tasks of personnel management is carried out through personnel policy. Personnel policy is the main direction of working with employees, a set of basic principles implemented by the personnel department of the enterprise. In this regard, personnel policy is a strategic direction of personnel work [5]. Personnel policy is a targeted activity on the organization of the workforce that best helps to coordinate the goals and priorities of the enterprise and its employees. General requirements of personnel policy in modern conditions are as follows:

Personnel policy should be closely related to the company's development strategy. In this sense, it represents the personnel composition of this strategy.

HR policy should be flexible enough. This means that, on the one hand, it should be stable, because certain expectations of the employee are related to stability, on the other hand, it is dynamic, i.e. The company's tactics should be adapted to changes in production and economic conditions. Its aspects aimed at taking into account the interests of employees and related to the organizational culture of the enterprise should be stable.

Since the formation of a qualified labor force is related to certain costs of the enterprise, the personnel policy should be economically justified, that is, it should be implemented based on its real financial capabilities.

Personnel policy should ensure individual treatment of workers.

Thus, the personnel policy is aimed at forming such a system of working with personnel aimed at achieving not only economic, but also social results in accordance with the current legislation.

Human resource management in the enterprise has strategic and operational aspects. The organization of personnel management was developed on the basis of the concept of enterprise development and consists of three parts:

- production;
- financial and economic;
- social (personnel policy) [6].

The personnel policy defines the goals related to the company's attitude to the external environment (labor market, relations with state authorities), as well as the goals related to the company's attitude to its employees. Personnel policy is implemented through strategic and operational management systems. The objectives of the HR strategy include:

- increasing the reputation of the company;
- studying the atmosphere inside the enterprise;
- analysis of labor resources development prospects;
- Summarizing and preventing the reasons for dismissal.

Formation and training of personnel is one of the most important areas of personnel management and one of the factors of successful activity of a small enterprise. Investing in human resource development is more important than investing in developing and improving production...
Personnel training should be one of the most important tasks of a small business. For the successful development of employees, the following conditions must be met:

- support of employees with learning abilities;
- dissemination and integration of advanced knowledge and experience;
- adaptation of new arrivals and training if necessary;
- awareness of management personnel about the importance of personnel policy and the desire to reduce the level of personnel turnover.

As for the salary system, the managers of small enterprises choose the form, system and size of their employees' salaries, as well as all types of additional payments: allowances, bonuses, increased travel funds, stock dividends, etc. based on legal documents.

Training and checking of knowledge of specialists and managers. In order to increase the knowledge of specialists and managers on labor protection, courses, seminars, lectures and consultations are organized in the enterprise, management departments involving scientific research institutes of state control organizations and industry experts.

**CONCLUSION.** The following types of labor protection knowledge verification are defined: initial, periodic, extraordinary. Within a month from the day of employment for the position, the relevant examination commission must pass the knowledge test. Periodic knowledge testing is conducted at least once every three years.

The results of the knowledge test are formalized in the form of a report and signed by the chairman and members of the examination commission. This report is kept in the labor protection or personnel department of the enterprise for a period of not less than six years.

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