

## DIRECTIONS FOR INCREASING LABOR PRODUCTIVITY IN AGRICULTURE

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### ABSTRACT

For the development of any society, it is required to increase labor productivity in enterprises and organizations in all sectors and branches of the economy of this society. In order to increase labor productivity, it is necessary to effectively use all types of economic resources in the production process. It is very important to choose the way to use these economic resources, to achieve an increase or decrease in the volume of products produced without increasing their consumption. It is necessary to study the experiences of managers in economically developed countries on increasing labor productivity. They operate under the motto "install a faster working machine, lighten the work, increase the level of specialization of work, then the productivity will increase".

**Keywords:** Labor productivity, agriculture, economic resource, labor resources, quality product

### INTRODUCTION

The slogan above refers to two different resources. The first is equipment and technology resources, and the second is labor resources. Therefore, there is a close relationship between the management of labor resources and their effective use and labor productivity. In order to further strengthen this relationship, it is necessary to establish labor productivity management. To manage labor productivity, it is first necessary to improve the management of labor resources. First of all, it is necessary to determine the perspective of the enterprise and make a strategic analysis of changes in the environment. As a result of this analysis, we determine the current level of agriculture, its future state and the factors that may affect its development in the future. As a result, we determine the personnel policy that should be carried out in the farm. This is the most complicated and sensitive process. Personnel policy determines the effectiveness of any organization's activities, because any technique and technology is a lifeless thing without people, it cannot work effectively without people. Only efficient working labor resources ensure the effectiveness of the activity. After the personnel policy is formulated, other steps in the operation are carried out, namely, planning, recruitment, selection of personnel, determination of wages and benefits, and similar steps.

In order to establish and improve labor productivity management, special requirements are placed on managers, who need to move to new ways of thinking and working in order to succeed in new conditions.

### **MATERIALS AND METHODS**

A new way of thinking and a new way of working. At present, quality, not quantity, is more important for farmers in agriculture. Productivity gains can be achieved through quality products and quality services.

In order to increase labor productivity and manage effectively, the participation of leaders at all levels and levels of management is necessary. They support increasing labor productivity. Their contribution to increasing labor productivity is very high. They determine the company's goals and objectives, make changes as necessary, set company policies and long-term strategic goals. Therefore, their participation in the management of labor productivity in enterprises is very necessary.

In our opinion, labor productivity management should consist of the following stages:

1. Productivity planning.
2. Organization of labor productivity.
3. Incentives for labor productivity.
4. Organization of salary.
5. Decision making.
6. Leadership and Productivity.
7. Productivity control.
8. Performance analysis.

Management in agricultural entities must ensure productivity through the planning process. Without planning for productivity and setting specific goals, it is impossible to make a conclusion about the current level of productivity. The goals set in the solution of the problem about the factors that lead to the increase of productivity and hinder it serve as a target. With the help of goals, managers group the factors that lead to increased labor productivity in their organizations. Performance, which is a measure of the extent to which resources are used to achieve objectives in a timely manner, expressed through quantity and quality, is determined through the planning phase.

Labor productivity is planned both for the long term and for the short term. Productivity is comprehensively planned in long-term planning. The long-term plan is strengthened by short-term plans, it should be connected with the norms and rules adopted in the farm. Especially, the plan for labor productivity should be closely connected with the plans for other departments. For example, it is strengthened and coordinated with the production program, the labor and salary plan, the production cost plan, the capital construction plan, and the profit and efficiency plans.

The second stage in the organization of calculated labor productivity, the management establishes plans for productivity, the use of available labor resources, materials, technology and information resources for the implementation of the set goals.

Efficiently working farms and farmers in them effectively and appropriately use the resources at their disposal, reduce losses in productivity, distribute responsibilities, identify inconsistencies in the work of departments, determine ways to eliminate them, specialization

of labor and its distribution lead to an increase in labor productivity in production. Designing work in agriculture has a great impact on increasing labor productivity. This is a new situation for agriculture. By designing works, a card is drawn up on what action should be taken at what time. This card is subject to some changes. Changes may be made in case of special circumstances and vagaries of weather.

In increasing labor productivity, remuneration and incentives also have an extremely large effect. Employee living conditions and additional benefits create an environment that is important for productivity gains. In order to achieve a steady increase in labor productivity, the management of the enterprise should link wages, promotions and other benefits with labor productivity. Currently, discounts are given for the volume or quality of a single product. And we propose to link all kinds of benefits only with labor productivity.

### CONCLUSION

As a conclusion, it should be said that in order to regularly increase labor productivity, it is necessary to carry out qualitative control of the progress of the specified works. It is necessary to use the principles of control effectively, especially the principle of objective assessment of control is very important. There is a significant relationship between labor productivity and decision-making in agricultural enterprises. Quality information, that is, information that is relevant, accurate and delivered in a timely manner, leads to quality decision making. With the help of information technology and computer technology, management is able to quickly process large amounts of information and labor-intensive work. As a result, it is possible to analyze many options when making a decision. This, in turn, causes an increase in the quality of work and productivity.

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