

THE OBJECTIVE NECESSITY AND SOCIO-ECONOMIC IMPORTANCE OF INCREASING LABOR EFFICIENCY IN ENTERPRISES

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ANNOTATION

It is proposed to ensure the sustainable development of enterprises, reduce labor costs for production, and improve labor quality and labor efficiency.

Keywords: enterprise, labor, labor efficiency, labor cost, production, product cost, labor quality

Аннотация:

Корхоналари барқарор ривожланишини таъминлаш, маҳсулот ишлаб чиқаришга сарфланадиган меҳнат сарфини камайтириш, меҳнат сифати ва меҳнат самарадорлигини ошириш бўйича таклиф берилган.

Калит сўзлар: корхона, меҳнат, меҳнат самарадорлиги, меҳнат сарфи, ишлаб чиқариш, маҳсулот таннархи, меҳнат сифати

Аннотация:

предлагается обеспечить устойчивое развитие предприятий, снизить трудозатраты на производство, повысить качество и производительность труда.

Ключевые слова: предприятие, труд, производительность труда, стоимость труда, производство, стоимость продукции, качество труда.

In the conditions of the digital economy, special attention is paid to scientific research on increasing labor efficiency in the production process and improving its organizational and economic mechanism. As part of the ongoing economic reforms, improving the labor efficiency assessment system in enterprises, determining the extent of influence of labor influencing factors, and expanding the reserve sources of increasing efficiency are of particular importance. The main goal of the socio-economic reforms implemented in our country in recent years is to accelerate innovative development, further increase our economic power, and ultimately increase the welfare of our people. "...modernization and diversification of the economy, ensuring high economic growth by increasing labor productivity" is defined as an important task. In this regard, it is desirable to effectively use the available reserves and opportunities, launch innovative technology and modern production facilities, and increase labor efficiency, which is an important component of a competitive economy.

In order to ensure stable economic growth in our country, the process of transition to the digital development system of the economy is being implemented. The President of the Republic of Uzbekistan, Sh.M. Mirziyoev, in his lectures, stated that "...in order to achieve progress, it is necessary and necessary for us to acquire digital knowledge and modern information technologies as the most important tasks to be implemented in order to further develop the

economy of our country." ...digital technologies not only increase the quality of products and services, reduce excess costs", "...provide high economic growth by modernizing and diversifying the economy, increasing labor productivity." In fact, it is possible to increase the economic competitiveness of our country by creating products and services of the economy that meet today's requirements, and the implementation of innovations has always been of great importance in the development of production. In the current modern stage of the economy, innovative activity plays an important role in the development of developed countries. As a result of the development of the innovative information and communication technology industry alone, this industry accounts for about 5.5 percent of the global gross domestic product. We can see that this indicator has a significant weight in the economy of developed countries, for example, it is more than 11.8 percent in South Korea, 7.0 percent in Sweden, and 6.8 percent in the United States. It should be noted that the role of innovations in the digital economy is increasing, they have become the main factor of economic development.

In the digital economy, innovative activity is manifested in production relations, economic management mechanisms, forms, and intellectual (artificial intellectual) processes of labor organizations in enterprises. It should be noted that the innovative development strategy of our country sets the task of "entering the ranks of the 50 most advanced countries of the world according to the Global Innovation Index by 2030" and "increasing the share of the digital economy to 30 percent" in our economy. According to the laws of social development, socio-economic development does not proceed uniformly but is based on the principles of rising from the bottom up, from simplicity to complexity. This is one of the universal laws of development. The economy of each time is based on its political, social and economic structure. The current stage of development is based on building an effective digital economy based on modern management and innovation. These two aspects leave their mark on the economic development of each period and determine the level of development. This stage creates a material and technical-technological basis for the process of economic transformation, that is, the transition from one stage of development to the digital stage based on improved innovation. Also, as a result of the economic transformation, an innovative digital economy will emerge, compared to the previous system in terms of quality, technical and technological aspects.

The digital economy focuses on the application of digital technologies to the production, distribution, exchange and consumption of society's goods. Such a situation in the development of society requires the introduction of information and communication technologies in all sectors of the economy, as well as the introduction of innovative technologies and technologies with artificial intelligence in the field of industrial production. As a result of the rapid development of industrial production in our country, the share of industry in GDP in 2019 was more than 36.4 percent. However, this figure was 25.6 percent in 2016. During this analyzed period, the share of industry in GDP increased by 1.4 times.

Improving the organizational and economic mechanism of increasing labor efficiency while following social-labor relations in the development of strategies and tactics for solving the issues of ensuring the successful development of production enterprises is of great practical importance. Based on the characteristics of industrial enterprises, socio-labor relations aim to expand the capabilities of employees, meet their qualitatively higher needs, develop the personality and show their creative potential, and create safe and comfortable working

conditions. This allows to ensure decent labor principles in enterprises. The implementation of decent work in enterprises serves not only to improve the working conditions of workers, but also to create a feeling of satisfaction with their work, to achieve labor efficiency, to increase the competitiveness of enterprises, that is, to achieve economic and social efficiency.

Determining the improvement of labor efficiency in enterprises as a socio-economic category requires a certain multifaceted system of indicators. In addition, it is necessary to take into account different levels of labor efficiency determination, depending on the level of production and the scale of production (economic sectors, industry, enterprise, workshop, section, brigade). In addition, even at the same level - at the level of some industrial enterprises (workshops, sections) - indicator systems can differ, because the volumes of production are calculated differently, the composition of employees (level of qualification, work experience, number) is different and labor costs are not taken into account. will have its own characteristics. If we look at the specifics of the industry, the extraction and processing of natural resources, the use of the main elements of production forces, determine the progress of science and technology, increase the efficiency of live labor, and create additional value.

Labor productivity in enterprises is an important indicator of labor efficiency, its result is expressed in the form of labor product (in units of time or value). Labor efficiency, unlike labor productivity, shows not only the result of labor but also the amount of labor and its quality. The quality of work should be understood in two ways. In a narrow sense: product quality, in a broad sense: social utility, and labor results meet the set requirements. Another important aspect of labor efficiency is that it represents the economy in the use of labor resources and the efficiency of human labor.

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