

THEORETICAL AND PRACTICAL BASIS OF MODERNIZING THE SYSTEM OF LABOR ORGANIZATION AND MANAGEMENT AT INDUSTRIAL ENTERPRISES

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Abstract

The article extensively covers issues of improving the system of labor organization and management at industrial enterprises. It analyzes the legal, economic, social, and spiritual-psychological foundations of labor organization. The effective use of labor resources, increasing production productivity, strengthening labor discipline, and modernizing the management system are considered urgent problems. Also, ways to increase labor productivity through the introduction of digital technologies in the industrial sectors of Uzbekistan and the application of innovative management methods will be substantiated. The work emphasizes the need to develop the light industry, increase the potential of employees, and scientifically organize labor processes based on Presidential decrees and state programs. The research results serve to increase the efficiency of industrial enterprises, the rational use of human capital, and the strengthening of the competitiveness of enterprises.

Keywords: Labor organization, management system, industrial enterprises, labor productivity, innovative management, digital technologies, human capital, economic efficiency, labor discipline, light industry, modernization, sustainable development.

Introduction

In a complex period, when the political and economic influence of the countries of the world on each other is increasing and global environmental changes are taking place, achieving sustainable economic development and growth in the country, ensuring employment and well-being of the population is one of the priority issues.

In this regard, industrial enterprises have a significant impact on economic growth indicators in our country.

The development of industrial enterprises has a significant positive impact on economic development. Therefore, in today's period of renewal, the implementation of new development strategies, the effective use of the capabilities of industrial enterprises, the continuous use of the achievements of scientific and technological progress, and the improvement of labor resource utilization are among the most important factors in the development of industrial enterprises.

"In recent years, comprehensive measures have been implemented in the republic to develop the textile, clothing, knitwear, leather and footwear, and fur industries of the light industry, expand the range and range of finished products manufactured, and comprehensively support the investment and export activities of industry enterprises."¹.

¹ On measures for the further development of light industry and stimulation of the production of finished products," No. PP-4453 of 16.09.2019, lex.uz.



The rational and effective use of labor factors in the implementation of social labor relations is an important condition for modern economic development, and the scientific and innovative organization and management of labor is a constantly acting factor of any activity. In any era and in all spheres of human activity, along with the level of equipment and technology, well-organized, scientifically based labor has ensured the achievement of high results.

The development of any society, regardless of its sphere, is measured by the policy aimed at training mature and comprehensively developed specialists and is assessed from this point of view. The New Uzbekistan, striving to achieve high goals in the future, is, first of all, demonstrating a growing economy and occupying a worthy and significant place in the international arena. If we approach the issue from this point of view, every graduate receiving the qualification (profession) of an economist in the field of labor relations at every higher educational institution of our country, striving for high goals during their studies, thinking about the interests and demands of the people and the Motherland, acquires comprehensive knowledge in all the subjects specified in the curriculum. One of such important economic disciplines in training competitive economists is "Organization and Management of Labor." Today, it is a requirement of the times to prepare a young generation of qualified specialists in accordance with world standards, who are not only skilled in the work themselves, but also masters of the chosen field. The subject "Organization and Management of Labor" aims to further enhance students' theoretical and practical knowledge related to labor organization, division and cooperation of labor, working time expenditures, their planning, and methods and techniques of labor standardization. Also, in the context of economic reforms, comprehensively studying, improving labor, and developing the theory and practice of establishing comprehensively justified labor norms to create conditions that ensure the most effective labor activity of employees in each enterprise and organization, as well as searching for opportunities to increase labor productivity based on the effective use of working time, scientific and innovative organization of labor, and rational management, is a pressing and problematic issue.

The economic content of the concept of labor organization and management has been studied by economists such as F. Taylor, F. Gilbert, L. Gilbert, C. Adamsky, A. Fayol, G. Emerson, M. Cook, A. Fayol, G. Ford.

In the CIS countries, this concept has been approached as a material or spiritual good aimed at benefit, society, and the individual. In particular, research in Japan and China defines unemployment and employment as activities.

K.Kh.Abdurahmonov, Kh.P.Abulkosimov, P.Z.Khoshimov, M.M.Ziyayeva, G.A.Zufarova, N.M.Nabieva conducted scientific research on the statistical analysis of the state and trends of changes in employment in Uzbekistan during the transition to the path of innovative development of the human factor in our republic.

In the current conditions, when market relations are developing, competition is intensifying, and it is becoming increasingly difficult to conduct steadily growing activities, one of the main factors in overcoming competition is achieving increased production (service) efficiency in macroeconomic, public, and private sector enterprises. This can be achieved mainly through the rational use of existing opportunities and resources, in particular, labor resources. The effective use of labor resources largely depends on the correct distribution of various works (services) that need to be performed among individual performers, that is, on providing them with equal and



adequate work according to their qualifications, experience, and even ingenuity. For a purposeful solution to the issue, first of all, it is necessary to carefully consider and rationally distribute the necessary labor in production or service enterprises. This organizational issue is called the division of labor. By division of labor, we understand the separation of different types of labor from each other and, ultimately, engagement in labor activity. The term "division of labor" means a clear definition of the labor functions of employees and their separation and isolation in the course of joint activity. The division of labor is a natural and necessary process as one of the main directions of economic integration, its necessity and importance have been proven by many scientists. For example, Abu Rayhan Beruni and Abu Ali Ibn Sina from Central Asia also paid special attention to this issue.

The economy of any state must develop steadily and consistently. In the long-term strategic development of regions and their territories, industrial sectors play a decisive role. Since industrial sectors stimulate the diversification and localization of production, they not only guarantee economic growth rates but also create a basis for increasing the competitiveness of the economy. Diversification processes will be improved by processing all raw materials obtained from the industrial sector, as well as any waste generated during the production process. According to global experience, industrially developed countries with high growth rates have achieved success, primarily as a result of structural changes implemented in industrial sectors, particularly in the manufacturing industry. Because industrial sectors, while ensuring economic growth rates, create a foundation for increasing the competitiveness of the economy by stimulating the diversification and localization of production.

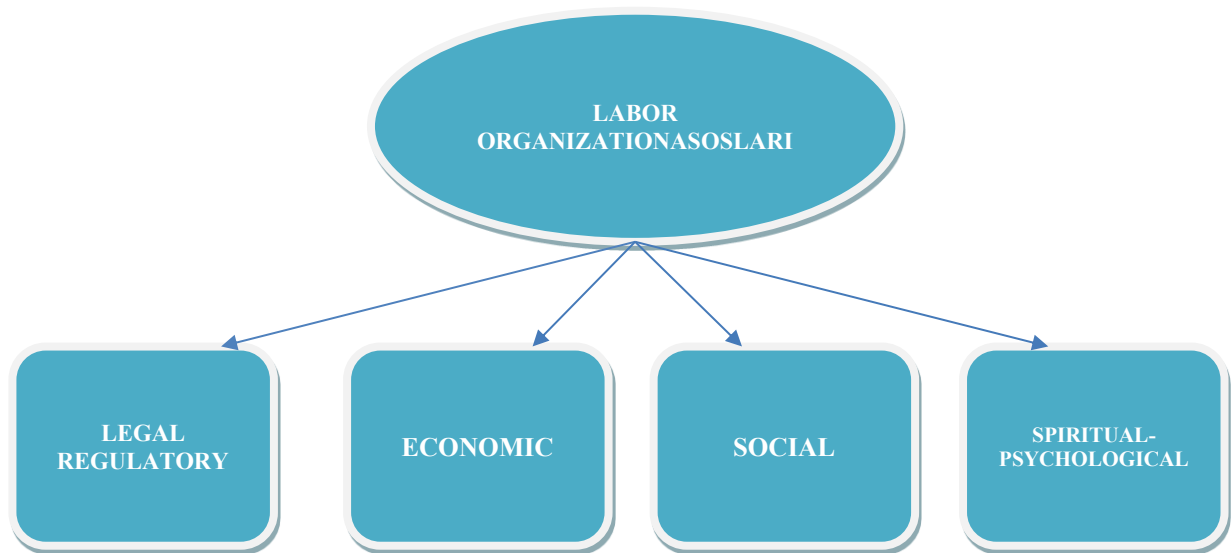
The term "labor organization" in a broad sense means all issues related to the organization of labor, production, and management. In a narrow sense, labor organization is understood as a set of practical measures, such as the organization of live labor, division and cooperation of labor, the organization of workplaces, the rationalization of methods, working conditions, and rest, labor regulation, training and advanced training of workers, material incentives, and strengthening of labor discipline. The content of organizational support for employees' activities is determined by its structural elements and directions. The following elements of organizational support for the activities of employees are of particular importance:

Division of labor and cooperation;

1. Organization of labor processes;
2. Labor rationing;
3. Creation of jobs;
4. Working conditions;
5. Work and rest regime;
6. Selection, training and advanced training of employees;
7. Labor incentives;
8. Social and Labor Relations;
9. Labor discipline.

The organization of labor activity requires, on the one hand, the emergence of its foundations, and on the other hand, the formation of the mechanism of labor activity.





2.1.1- Fig. Important elements of the foundations of labor organization²

Legal and regulatory bases are normative-legal criteria that serve to organize labor activity in production relations. They represent a set of laws and regulations that encompass all rights and norms directly related to labor relations in the country.

Economic foundations form the basis for organizing labor activity, which lies in the criteria for organizing labor activity, that is, the material interest of workers, while mainly taking into account the level of material satisfaction with labor activity and the level of proper organization of the wage system and incentives.

Social foundations are production relations, the content of labor activity is the potential of each employee, the level of professional qualifications, business and entrepreneurial abilities, the health of employees and issues of its provision, the social status of employees' families, etc.

Moral and psychological foundations are the relationships between the employer and the employee in production relations during the organization of labor activity and the process of their formation, arising with the level of formation of a healthy psychological environment (relationships between hired employees, relationships between the head or owner of the enterprise and the hired employee, or relationships between the collective, the correct distribution of authority, the presence of job descriptions, the level of ensuring social equality, etc.).

Methods

The use of methods and techniques for organizing workplaces in industrial enterprises includes a suitable workplace layout that ensures comfortable and safe working conditions; equipping the workplace with tools and products; and providing rational and effective service, leading to increased labor productivity for each worker. Improvement of labor organization, development of a creative attitude to labor, rationalization and inventiveness; stabilization of labor discipline; increasing responsibility for work results, developing mutual assistance, etc.

² Author's development



Results

In industrial enterprises, it is important to ensure socio-economic incentives for labor and the participation of employees in collective management; equipping the workplace - special attention is paid to the optimal placement of all main and auxiliary technological equipment, devices, tools, work furniture, and special devices.

A careful approach to labor organization and management allows for achieving high quality. The possibility of obtaining high quality, in turn, guarantees the effectiveness of the enterprise.

Discussions

Management of the collective in industrial enterprises, organization of workplaces, successful development of industrial enterprises in modern economic conditions is determined not only by the level of their technical equipment and the progressiveness of the technologies used, but also by the organization of production and labor. Labor as an active factor of production has always been the focus of attention of both scientists and practitioners. Therefore, the use of modern methods of collective management in industrial enterprises leads to increased production efficiency in industrial enterprises.

An important direction of labor organization is discipline. The unification of people's efforts and aspirations towards achieving the set goal, arriving and leaving the workplace on time, and adherence to established technology contribute to ensuring product quality, the work regime in production, and increased labor productivity. Mehnat nizomi yuzlab va minglab xodimlarni umumiy reja asosida ishlaydigan va umumiy maqsadga intiladigan yagona jamoaga birlashtiradi. Mehnatni tashkil etishning eng ilg'or usullarini qo'llash va mehnatni to'g'ri tashkil etish, bozor iqtisodiyoti sharoitlarida raqobatda yengib chiqishning asosiy omillaridan biri hisoblanadi, korxonlarda ishlab chiqarish samaradorligini oshirishga yo'l ochadi.

Conclusion

In order to accelerate the development of the national economy and ensure high growth rates in the process of building a new Uzbekistan, including increasing the share of industry in the gross domestic product, one of the most pressing tasks set by the President of the Republic of Uzbekistan Sh.Mirziyoyev.

The development of light industry is an important condition for improving the well-being of our citizens, reducing poverty, and achieving economic progress.

Today, the growth of household incomes in developed countries of the world is primarily linked to the proper organization of innovation processes in the light industry and the continuous improvement of "light industry." In the context of the formation of a digital economy, one of the important tasks facing our Republic is the widespread establishment of the production of competitive products and services in the global market.

Goal 22 of the New Uzbekistan Development Strategy for 2022-2026: Continuation of industrial policy aimed at ensuring the stability of the national economy and increasing the share of industry in the gross domestic product, increasing the volume of industrial production by 1.4 times, further liberalization of leading industries and the economy, as well as completion of transformation processes.

Wide implementation of programs to increase labor productivity in industrial sectors.



Implementation of a set of measures aimed at implementing the Program for the development of the light industry sector, improving the proper organization and management of labor, increasing the potential of workers in 2022-2023, as well as the Strategy for the digitalization of labor organization and management for 2022-2026.

The development of industry and agriculture in the first stages of economic development requires the development of the service sector to increase the capabilities of the education sector, healthcare for product delivery, utilities, production financing, product market expansion, and labor productivity and human capital. The theoretical and practical significance of the development of scientific proposals and practical recommendations for improving the development of light industry indicates the relevance of the chosen research topic.

Presidential Decree No. PP-4453 "On Measures for the Further Development of the Light Industry of the Republic and Stimulating the Production of Finished Products" was approved by President Sh.M.Mirziyoyev on September 16, 2019. The Resolution states: "In the country, comprehensive measures are being implemented to develop the textile, clothing and knitwear, leather and footwear, and fur industries of the light industry, expand the range and assortment of manufactured finished products, as well as comprehensively support the investment and export activities of industry enterprises. development of strategies and models for the development of the light industry based on the creation of conditions for mutually beneficial relations between manufacturing and marketing enterprises, increasing the competitiveness and diversification of domestic sewing and knitting products, and the rational use of existing natural and economic resources of the regions, financial and non-financial measures to support business entities processing sewing, knitwear, leather and footwear, fur and other agricultural food products - creation of new tools and information systems, implementation of projects in highly effective areas, analysis and forecasting of the impact of private and foreign direct investment flows on the development of the light industry, development of relevant proposals in this area, creation of modern trade and logistics centers, promotion of domestic sewing and knitting products in world markets, increasing their competitiveness, expanding export potential and taking measures to reduce import volumes."

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