



## DEVELOPING THE DIGITAL ECONOMY LABOR IN INDUSTRIAL ENTERPRISES INCREASING EFFICIENCY

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**Abstract:**

This article examines the economy's transition to digital development, as well as the country's continued economic development, boosting labor efficiency in industrial output in the digital economy, and enhancing its organizational and economic mechanisms.

**Keywords:** Modernization, diversification, economic growth, development, organizational-economic, technology, improvement, distribution, exchange, consumption, industrial products, transition process.

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The shift to a digital economic development system is happening in our country in order to assure long-term economic prosperity. In his speeches, President of the Republic of Uzbekistan Sh.M.Mirziyoev stated that "to achieve development, we need and acquire digital knowledge and modern information technologies,"<sup>1</sup> "... modernization and diversification of the economy," and "ensuring high economic growth by increasing labor productivity."<sup>2</sup> In the digital economy in the world, special attention is paid to scientific research to increase labor efficiency in industrial production and improve its organizational and economic mechanism. Improvements in the system of labor productivity assessment in industrial companies, determining the impact of factors affecting labor productivity, extending efficiency sources, and enhancing the organizational and economic mechanism are all given special attention. The process of production, distribution, exchange, and consumption of public goods in the digital economy is governed by Decree No. PF-5544 of September 21, 2018 "On approval of the Republic of Uzbekistan's Innovative Development Strategy for 2019-2021."

The President of the Republic of Uzbekistan, Sh.M.Mirziyoev, delivered an address to the Upper House. No. 19 in the People's Word newspaper on January 25, 2020. (7490). The application of technology is the focus of number seven. It is necessary to explain the concept of digital economy at this point. The digital economy is a type of economic activity in which the primary factor in tangible and intangible production is a set of more efficient systemic solutions for performing a variety of tasks involving data in the form of numbers, processing data of various shapes and sizes, and analyzing the results.

Changes in the GDP structure of developed and emerging nations with innovative economies are also influenced by the emergence and development of the digital economy. The increase in the amount and quality of high-value-added industrial products created in the leading sectors of the economy explains industrialized countries' rapid progress. The processing industry now accounts for more than 80.3 percent of all industrial products produced in the country. In the production of industrial products, the creation of products with high added value is increasing. The creation of "products with added value", taking into account the emergence in the production sectors, that is, in the industrial sectors of high-tech production and processing, paves the way for an increase in the volume of production of products with added value, which are created in the general industrial sectors, as a result of the reforms carried out to modernize and radically. It should be noted that the development of industry in our country allows the development of all branches of the national economy, the increase in the number of employed people, the increase in modern knowledge and skills in them, the organization of social production, the further strengthening of defense power, the highest place in the world community.

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<sup>1</sup> Ўзбекистон Республикаси Президенти Ш.М.Мирзиёевнинг Олий Мажлисга Мурожаатномаси. "Халқ сўзи" газетаси, 2020 йил 25 январ, № 19 (7490).

<sup>2</sup> Ўзбекистон Республикаси Президенти Ш.М.Мирзиёевнинг Олий Мажлисга Мурожаатномаси. "Халқ сўзи" газетаси, 2018 йил 29 декабр, № 271 (7199).

VV Novojilov made a significant contribution to the study of labor productivity in industrial businesses as a socio-economic category, believing that "...the beneficial features of a product do not depend on its quantity." It's possible that the product is useful or ineffective, necessary or redundant. Overproduction might result in more labor, yet it has a detrimental influence on efficiency.<sup>3</sup> The concept of labor efficiency was defined by OI Volkov as "... labor productivity associated with the reduction of labor costs for the result of labor performed per unit of time",<sup>4</sup> AI Rofe as "labor efficiency is productivity, the efficiency of human activities". By L.A. Kostin: "Labor efficiency means the improvement of social aspects of labor, including working conditions and its safety", VF Potudanskaya: "Labor efficiency is the achievement of the goal at the level of rational use of resources", AS Volchyonkova : "Labor efficiency - means the efficiency of the use of labor potential of workers", as explained by IT Abdugarimov and others: "labor efficiency is measured by its efficiency, ie the result corresponding to one employee (one labor potential) per unit of time." Judging by the general description of labor productivity, it is essentially characterized by the ratio of the results obtained, such as labor productivity, to expenditure, that is, these two social and economic categories reflect income relative to labor costs in industrial enterprises, but they represent different levels of different socioeconomic relations.

Labor efficiency, in our opinion, directly represents productive costs; second, labor costs and quality in the production of material products; third, the deepening process of division of labor; fourth, technological level; fifth, decent working conditions created for human labor; sixth, it represents the calculation. Based on the definitions and classifications provided by the aforementioned economists, we believe that in order to illuminate the essence of the category of labor productivity, we must consider its socio-economic aspects. Therefore, in the context of the development of the digital economy, it is expedient to give a broad authorial definition of the concept of labor efficiency in industrial enterprises, taking into account the principles of decent work and the specifics of the national economy.

In industrial enterprises, labor productivity represents both the economic and social elements of workers, and it is measured in both quantitative and qualitative criteria. Reducing labor expenses per unit of output, improving product quality and profitability, and improving labor efficiency are all critical components of economic growth. Increased labor efficiency in industrial production leads to increased labor productivity and a reduction in the amount of labor required to obtain the desired quality of labor. Labor productivity reflects not only the level achieved by the productive forces, but also the nature of the relations of production in society, in particular the organization of social labor. In this sense, labor efficiency is an important aspect of the system of production relations in industrial enterprises, showing how effective the organization of labor is. It should be noted that while labor productivity expresses the efficiency of labor costs, it can be divided into two areas: the first direction, socio-economic efficiency, which represents social relations, in which production relations play a key role; the second direction is organizational and economic efficiency, which represents the level of development of productive forces. While socioeconomic efficiency reflects the relationship between the state and the worker, the state and the enterprise, the enterprise and the worker, and the results, labor organizational and economic efficiency reflects the material side of the labor process, the level of development of productive forces, their location, and technical proportions.

Thus, labor efficiency indicates the degree of productive forces and production relations in industrial companies by describing the link between labor expenses and outcomes. Such an approach allows us to broaden the scope of our research while yet adhering to the norms of decent employment. In order to describe the organizational and economic mechanisms of boosting labor productivity, it is necessary to understand the idea of mechanism. The term mechanism is widely studied in economic and technical complex studies. The term "mechanism" comes from the Greek word "mechane," which means "machine," and it refers to a system that performs one or more actions, with these activities serving as a target system for additional actions.

The goal need to improve the organizational and economic mechanism for boosting labor efficiency in industrial companies may be cited based on the mechanism's description. The objective need to improve the organizational and economic mechanism for improving labor efficiency can be considered in three directions: the second direction is to identify the factors influencing the increase of labor productivity in industrial enterprises and econometric assessment of their impact; the third direction is to study the priorities for improving the organizational and economic mechanism for improving labor efficiency; and the third direction is to study the factors influencing the increase of labor productivity in industrial enterprises and econometric assessment of their impact. The goal of all three paths is to create a scientific and theoretical foundation for enhancing the organizational and economic mechanisms for boosting labor efficiency in major industrial firms while adhering to the ideals of decent work.

<sup>3</sup> Новожилов В.В. Проблемы измерения затрат и результатов при оптимальном планировании. – М.: Наука, 1972. – с. 56.12 Волков О.И

<sup>4</sup> Рофе А.И. Экономика труда. – М.: КноРус, 2010. – с. 400.

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