



SOCIAL FACTORS AFFECTING LABOR PRODUCTIVITY

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Article history:	Abstract:
Received: 22 th March 2021 Accepted: 6 th April 2021 Published: 20 th April 2021	This article is about the impact of social factors on the productivity of the company and its employees, increasing labor productivity. The main indicators of labor productivity, the factors that ensure the growth of productivity are given.
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Labor productivity is the most important criterion for assessing employee productivity. The higher this is, the lower the production cost of the product. It determines the profitability of the enterprise. By calculating labor productivity, you can find out how productive the labor of the workers will be over a period of time. Based on the information obtained, it is possible to plan the future work of the enterprise - to calculate the approximate volume of production, revenue, make cost estimates and purchase the necessary materials for production, hire the necessary workers. Labor productivity is characterized by two main indicators: Development, which refers to the volume of products produced by a single worker over a period of time. It is usually calculated for an hour, day or week. Workforce - on the contrary, it already reflects the time an employee spends producing a single unit of product. It should be noted that an increase in productivity leads to a decrease in production costs. Thus, by increasing efficiency, you can save significantly on wages and increase production income. Factors affecting labor productivity can be divided into four groups:

MATERIAL AND TECHNICAL.

They are related to the application of new technologies, the introduction of new technologies, the types of raw materials and supplies

ORGANIZATIONAL AND ECONOMIC.

It is determined by the level of organization, production and management of labor.

SOCIO-PSYCHOLOGICAL

This refers to the socio-demographic composition of labor communities, their level of preparation, the spiritual and psychological climate in the community, and so on

NATURAL AND SOCIAL CONDITIONS IN WHICH WORK IS CARRIED OUT.

These factors have a complex effect on increasing or decreasing labor productivity. Determining the impact of each of them is necessary to plan specific measures to increase labor productivity in the enterprise.

Labor productivity reserves are untapped opportunities to save labor costs.

The increase in productivity can be said in the following cases:

1. Products increase, production costs decrease.
2. Production increases, costs do not change.
3. Production increases, costs increase, but at a lower rate.
4. Products remain unchanged, costs are reduced.
5. Production is reduced, costs are reduced, but faster.

Work on increasing labor productivity in a particular enterprise can be carried out in the following main areas:

Resources for reducing labor intensity, i.e. the introduction of new work technologies, automation and modernization of production, and so on.

At the expense of resources to improve the use of working time - the organization of labor and production management, improving the structure of the enterprise.

By improving the staff structure - improving the skills of employees, changing production ratios and management staff, and so on.

Productivity management of an enterprise or individual division involves increasing labor productivity. According to this approach, HR-studio "People's Time" carries out a series of steps, for example:

1. Creating a system for measuring labor productivity.

2. Determining the potential for increasing labor productivity by growth factors, taking into account the resource potential of the enterprise.

3. Develop an action plan to increase productivity.

Develop a scheme of financial incentives for employees to achieve the planned performance.

5. Train employees to work more efficiently.

The first of these steps is especially important in the productivity management process because we only manage what we can measure. At this stage, the company faces a number of challenges related to not understanding exactly what, how, and in what dimensions to measure. For example, it turns out that it is very difficult for intellectual workers, managers, service professionals to demonstrate their products in certain units. Thus, the performance measurement system becomes the product of a common agreement for decision makers on the issue in the enterprise.

The key is for them to understand one by one what they are measuring and how they are being measured.

The performance measurement system reflects the actual performance of the enterprise.

It is necessary to develop standards by which the indicators obtained for comparison are comparable. Similar indicators of the enterprise in the previous period, indicators of competing enterprises, some standards produced by specialists, etc. can serve as standards.

By comparing the current indicators with the normative ones, the heads of the enterprises receive materials for planning future measures to increase labor productivity in the field of labor and identify reserves to increase labor productivity.

The productivity measurement system is built separately for each enterprise and takes into account its characteristics. Labor is a purposeful human activity. Labor performance is its productivity. Two main indicators are used to measure labor productivity, efficiency: production and labor intensity.

Production is the amount of output per unit of working time per year (quarter, month) or per worker or average worker.

There are three ways to define production: natural, economic (money), and labor.

The average wage of workers (or workers) is defined as the ratio of the product sold in gross or gross value to the volume of product sold (gross or sold).

The natural method of valuation is used in the production of mono-products, in which the volume of production can be expressed in appropriate physical (natural) units of measurement. The advantage of this method is a more accurate and objective result on labor productivity. The disadvantage is that it can only be used in plants that produce a homogeneous product.

The cost method is the most versatile, so I found the widest guide. It can be used to calculate labor productivity in multi-industry enterprises. When using the cost estimation method, it is possible to identify and compare labor productivity not only within an enterprise, but also by region, industry, and the country as a whole. Gross, sold or sold products are used in the evaluation of this indicator by the value method as the volume of production.

If labor costs are measured by the average number of workers, then the average monthly (average quarterly, average annual) product indicator calculated for the average worker (production volume and number of workers) is obtained. depending on - month, quarter, year). Average monthly production depends on the average daily workload and the average number of days worked per worker. The average monthly product output can be calculated as the average number of workers in industrial production.

A measure of live labor productivity is the quantity or quality of products produced per unit of working time, physical or interaction - labor costs per unit of production. Consequently, in calculating labor productivity, the results - products and wages - are compared. However, complete correspondence between these indicators should be provided in terms of size and timing. For example, production that is the result of labor over several periods cannot be compared to the labor costs of just one period.

The production process in any industry can take place when three types of resources are available - live labor, means of labor, and objects of labor. Although the role of these resources in production varies, the production process can only take place when all of these resources are combined in proportions specific to specific conditions. production process in the relevant field. Objectively, the existing proportion makes it possible to compare the masses of different types of resources used and consumed in the reproduction cycle.

Further research on work efficiency focuses on a detailed description of the impact of different conditions on a worker's product (average annual). Conditions fall into two categories: broad and intensive. Extensive factors include factors that have a major impact on the use of working time, while intensive factors have a significant impact on hourly work efficiency.

Extensive factor analysis aims to determine the cost-effectiveness of working time. The cost of working time is determined by comparing the planned and practical fund of working time. The effect of costs on product

production is determined by multiplying their number of days or hours by average hourly (or average daily) production according to a plan that corresponds to an average of one worker.

Intensive factor analysis aims to identify conditions associated with changes in product labor intensity. Reducing labor intensity is a key condition for increasing labor productivity. Feedback is also observed.

The problem of labor productivity growth is the most important in any country. His research is concerned with understanding the nature and importance of socio-economic development, assessing the effectiveness and prospects of economic development. The level and dynamics of labor productivity clearly show the expanded opportunities of society to achieve socio-economic goals both in the near future and in the long run. The growth of labor productivity contributes to the successful development of the economy of any country. The overall level of labor productivity in a country depends on the level of labor productivity in each enterprise. Therefore, it is necessary to strive to increase this figure directly in every enterprise.

Labor intensity (characterizes the level of its intensity per unit of time, measured by the energy expended by a person at that time), the amount of extensive use of labor (reflects the level of use of working time and duration of one shift in terms of other features) and labor productivity of technical and technological state of production effect. At the current stage of transition to a market economy, changes are taking place in all spheres of economic activity, the transition is mainly to new, more efficient management methods. This naturally raises the problem of organizing production in a new way, placing special demands on the process of increasing labor productivity.

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