



**DIRECTION FOR DETERMINING AND IMPROVING THE LEVEL OF LABOR PRODUCTIVITY**

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**Annotation:** *In the article, the level of labor productivity is determined and the ways to increase it are analyzed. It is indicated separately that the production of products and individual workplaces and places related to product production is always determined by the number of units produced.*

**Key words:** *population employment, efficiency and productivity, labor market, employment programs, production, organization of labor.*

**Introduction**

Labor is one of the most important indicators of business efficiency. However, the question of which indicator to take and which type of the number of employees to take for the result indicator has always been a problem. In order to clarify these indicators, it is appropriate to look at the definition of this indicator. However, its definition was almost never mentioned in the economic literature or the literature on economic analysis. Only the indicators of labor efficiency are determined, and only their content is important. A number of opinions have been expressed on this topic. The work of the efficiency in different fields is defined differently by different scientists. In order to bring them to the same situation from a theoretical point of view, we think that it is appropriate to develop not only ways of determining this indicator, but also its definition from a theoretical point of view. In order to find out whether this category is inefficient, its indicators are determined. If labor productivity is considered an economic category, its definition should be developed, if it is considered an indicator, this indicator should be determined [1,2,3,4,5,6,7].

The company's work is characterized by a balance of labor efficiency, efficiency, and productivity indicators. There are several approaches to determining these indicators differently in different areas. Because the specific characteristics of each industry and sector require different approaches to determining this indicator. But in all cases, the methodologist was beaten. Its content is determined by dividing the volume of the created product (work, service) and the number of employees who participated in its creation.

Unproductive labor is an economic category expressing the level of purposefulness and effectiveness of the activities of the employees of the enterprise for the production of spiritual and material goods.

The labor productivity of an employee is determined by the time spent to produce a unit of product (or to perform a certain task) or by the amount of product (volume of work) produced during a certain time unit (shift, hour, year, quarter). Labor productivity is determined through the system of labor density and production indicators.

### **Analysis of literary works**

In Uzbekistan, too, many well-known economists have dealt with labor productivity issues to one degree or another. Each scientific theory has its own historical and interesting life, and considering and comparing such differences from different points of view will help to find a rational approach to solving the problem. In the economic literature, mainly, debates about labor productivity, its indicators, and measurement methods continue. Based on this, we will consider the main approaches and concepts to the issue. The debate on the issue of labor productivity and the ratio of the productive labor force began in the 20s of the 20th century and continued with more or less severity in subsequent periods. This discussion is focused on two concepts - "productive labor force" (Productivity-craft) and "useless labor". All points of view on this issue can be combined into two conceptual approaches. The first approach consisted in recommending the need to distinguish between the concepts of "work-producing labor" and "unnecessary labor." Its supporters (A.M. Ginzburg, A.B. Khalatov, A.V. Bazarov, L.E. Gorelyk and others) believe that opposing these concepts is pointless and artificial and leads to serious mistakes. If you come across these concepts, you can distinguish them and determine the relationship between them. Many experts dealing with the problems of labor productivity have been and still are supporters of the theory of this point. Second, it is possible to distinguish between the supporters of conceptual approach belonging to two directions. According to the supporters of the first direction, the concept of "unnecessary labor" is broader than the concept of "productive labor force". For example, A. Katyn, in his study of labor productivity, labor productivity and labor intensity were combined with the concept of labor productivity, labor productivity and labor intensity into technical and stands on the side of social organization of labor. The sum of subjective factors that depend on the worker determines the personal productivity of the worker [8,9,10,11,12,13,14].

### **Research methodology**

The following methods are used for the research methodology in studying the level and dynamics of labor productivity:

I. Natural method - natural values are used to calculate the level and dynamics of labor productivity.

Natural indicators are the most relevant to the content of labor categories of workers. They reflect specific labor efficiency in the production of a certain type of labor product.

To determine the level of production (w), it is necessary to divide the number of products q, expressed in natural units, by the total number of spent labor T.

### **Analysis and results**

Productivity is the ratio of the amount of products produced during a certain period of time to the amount of resources used for the production of a certain type of product. The structure of the system of labor productivity indicators should be based on the definition of the functional task of each of them. The criterion for classifying indicators is the method of expressing labor results. The task of determining labor productivity, creation of its system, study is an important direction. Labor productivity measurement methods are classified as multi-factor, vector and criterion. As labor productivity is an evolving indicator, the study of factors and reserves has become an urgent problem.



Creating a reserve system is the most important direction to increase labor productivity [15,16,17,18,19,20].

Labor intensity (t) is determined by dividing labor costs (number of workers) by the amount of work (production). Labor intensity indicators describe the labor costs per unit of output (work done), and p Here, q is the volume of production, T is the cost of working time.

The main coefficients of labor productivity are calculated both individually and on average for the organization.

Production of products and individual workplaces and places related to product production is always determined by the number of units produced.

For example, the average hourly volume of certificates issued by the telephone operator in the ATS information service, the volume of letters sorted by one sort per hour. The volume of production in individual workplaces is, as a rule, normalized - each employee is assigned a separately planned task or a certain production rate.

It is very difficult to characterize the labor productivity of technical service personnel of various communication tools with performance indicators, because they are engaged in adjusting and eliminating damage, and their work often involves only being at their workplaces. Therefore, at this stage, it is important to measure the indicators of labor intensity, that is, the time spent, for example, to eliminate interferences in communication [21,22,23,24,25,26].

The volume of labor productivity in the organization of communication is determined by the indicator of the average amount of production. At the same time, it is impossible to know the volume of product production in a communication company in general, because the company provides various types of services and work, therefore, the product is determined by money - the total volume of the company's sold products is indicated by the received income, therefore, the indicator in calculating labor productivity in general sales revenue.

The formula for calculating labor productivity is as follows:

$$PT = O / Ch$$

Here O is the amount of work per unit of time, PT is labor productivity, Ch is the number of workers.

- Before making the calculations, determine the indicators to be calculated: production or labor intensity.

- Choose the methodology by which the volume of labor productivity is calculated: labor, natural or value. The natural method is used to calculate the exact volume of production and products produced (in quantity, mass, cubic or square meters).

Labor productivity indicators change under the influence of various factors that can be internal or external to the company.

The following external factors:

- Political: by the decision of the state, capital is concentrated in the hands of certain high-ranking circles, which leads to a mass reluctance of people to work.

- Natural: in difficult climatic conditions (heat, fog, humidity, cold) labor productivity generally decreases.

- General economic: tax and credit policy, quota and license systems, business freedom.

Internal factors depend on:

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- Application of modern achievements of science and technology in production.
  - Changes in production structure and volume.
  - Organization improvement and employee motivation.
  - Modernization of production and management organization in the company.
- Production indicators describe the amount of work (products obtained) per workforce.

"Determining and improving the level of labor productivity"

The volume of the gross product of the economy, sectors, enterprises changes under the influence of two factors:

- 1) change in labor productivity;
- 2) changes in the number of employees or working hours.

Workers are best suited to the content of job categories. They reflect specific labor efficiency in the production of a certain type of labor product [27,28].

### Conclusions and suggestions

In our opinion, the use of new techniques and technologies, production buildings and facilities, equipment and tools, various types of raw materials and energy will be able to increase labor productivity only if they are attached to the unit of production with a reduction in live labor costs. In this case, the same or lower level of live labor can produce a greater amount of consumption values at a given production limit. However, the amount of live labor per product unit should be more than the costs of the new equipment and technology being introduced.

Competition is the driving force of increasing productivity and ensuring economic growth, and in this regard, it is possible to bring labor productivity to sufficient indicators, putting competition in the middle.

To improve production:

- modernization of equipment;
- morally obsolete equipment is new,
- replacement with more efficient equipment;

We can give such conclusions and suggestions

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