

## A Number of Complex Factors of Increasing Labor Productivity

Alikariev Nuriddin Safarkarievich<sup>1</sup>, Sabirova Umida Farkhadovna<sup>2</sup>

*<sup>1</sup>Professor, Doctor of Economic sciences National University of Uzbekistan named after Mirzo Ulugbek, Uzbekistan, Tashkent*

*<sup>2</sup>Associate Professor, Doctor of Sociology (DSc) National University of Uzbekistan named after Mirzo Ulugbek Uzbekistan, Tashkent*

### Annotation:

It is known that the optimal management of labor processes follows complex methods. It includes the main aspects, that is, the creation of sanitary and hygienic conditions for people, ensuring safety that affects labor, ensuring the meaningfulness of labor, observing the division of labor, creating opportunities for the development of mental and physical strength of a person in the labor process, the ability to form social relations, important in the organization of labor, and the management culture of the formation, the creation of a number of different economic and social incentives that motivate employees, the most important thing is to achieve a level of employee satisfaction with their work. The article discusses technologies for using the intellectual properties of labor resources that correspond to today's realities of economic development in the context of the digitalization trend.

**Keywords:** labor productivity; scope of work; product quality; digital economy; digital competencies; teamwork; digital labor.

### 1. INTRODUCTION

Currently, increasing labor productivity is manifested in the more effective development and use of human resources, especially their intellectual properties. This is confirmed by the active development of the digital economy and the growing demand for specialists with high intellectual qualities, including digital competences. This trend is shaped, in particular, as a result of changes in the work and employment model and the expansion of digital work opportunities. In this regard, it is necessary to form, develop and implement modern technologies of using intellectual resources in order to increase labor productivity in the conditions of digitization of all spheres of activity.

The origin of the problem of “labor productivity” was formed in the XVIII century under the influence of ideas embodied in the concept of economic liberalism. Adam Smith believed that the development of production directly affects the well-being of the country. One of the main factors in his vision of the economic system is the division of Labor, since it is the division of labor that causes an increase in labor productivity. Adam Smith believed that the division of labor increases efficiency in three ways:

- increasing the agility of each individual worker;
- saving time when switching from one type of activity to another;
- promote the invention and production of machines that facilitate human labor [1].

About labor productivity Keynes also thought that he recommended increasing the level of employment in the state and reducing the working day to stimulate production growth. Leisure time can be spent by workers on intellectual, physical self-development [2, 379-380].

Thus, it can be concluded that in the 20th century, studies on labor productivity were mainly aimed at studying the effectiveness of human capital. Labor productivity is the main planned and economic indicator that characterizes the level of rational use of labor resources at the enterprise and

the level of efficiency of the market system as a whole. In the market conditions of our time, each enterprise should organize and operate a production development planning and management system in order to maximize labor productivity [3].

Labor efficiency is understood, in principle, as economic, social, psycho physiological, organizational, technological and environmental aspects. To achieve efficiency and stabilize it, it is necessary to establish the accounting of factors that depend on it and affect it in different ways, and to conduct their research and analysis using economic, social, psycho physiological methods.

For individual enterprises and society as a whole, the growth of labor productivity is of great importance, it is necessary to study all the factors affecting the level of labor productivity and open reserves to increase it [2,95-96].

According to the principle of taxonomy, the factors of labor productivity under consideration can be divided into 3 types [4, 1119-1123].

1. Factors related to resource management:

- personnel department;
- capital (technical means and investments);
- energy;
- materials;
- information.

2. Factors that depend on the form of interaction:

- technological;
- economic;
- behavior;
- political; systemic; procedural.

3. Factors that depend on the size of the unit of the enterprise to be analyzed:

- individual; group; whole enterprise.

If we want to achieve the efficiency of work and to achieve it stably, we should thoroughly study all the factors that have a positive and negative effect on it and create a set of necessary measures. In other words, labor processes should be optimally managed using complex methods. It includes the main aspects, that is, the creation of sanitary and hygienic conditions for people, ensuring safety affecting work, ensuring the meaningfulness of work, observing the division of labor, creating opportunities for the development of mental and physical strength in a person during work, being able to form social relations that are important in the work organization, and the culture of management. formation, creating a series of various economic and social incentives that motivate employees, the most important thing is to achieve the level of satisfaction of employees with their work.

## 2. MATERIALS AND METHODS

Labor efficiency is mainly measured by two indicators, namely quantity and quality. In increasing labor productivity and efficiency, it is of great importance to achieve a minimum state of labor costs. Labor efficiency is largely determined by the volume of work per unit of time, the number of employees and the quality of Labor. Indicators of labor efficiency can again consist of:

- labor productivity and its dynamics; changes in product production; quality of Labor;
- professional skills and qualifications of employees;
- the mental and physical labor of a person spent on the work done; saving working time;
- efficient and rational use of working time.

Labor productivity and its effectiveness is one of the main core of the gross product – National Income. The volume of labor productivity depends more on the potential, creative potential,

social attitude of employees in production and non-production, the correct functioning of the scales of justice in the organization, social justice, the spiritual image of the leader and employees, the strength of legal foundations, the level of equipment and energy armament, the progress of Science in the country and,

Ensuring constant labor productivity and its stable efficiency is the main task of each enterprise, industry, power and state. What to do for this? First of all, it is necessary to bring the science, science and forecast areas of the labor sphere to a constant and highest level. Expansion of the scope of scientific and practical work in this area, training of highly qualified personnel and the division of labor in various fields, Organization of labor, labor promotion, qualitative and quantitative study of labor resources, conducting various economic, social, legal experiments in the field of Labor, raising wages to the level of the world standard, putting an end to thek. Also of great importance in the constant increase in labor productivity is the constant development of integration between them, while paying attention to both internal and external factors.

Another of the main ways to increase labor productivity is the creation and implementation of the social and economic program of labor organizations. Within the framework of such a program, all elements of the areas of Labor and organization management are taken into account.

The organization takes into account Technology, Technology, social management, economic mechanisms, information system and management technologies and their integrated communications, and constant control and sociological monitoring is created. At the enterprise, a general statistical base is created, with the help of which management is improved, and the future of productivity is projected for the near and long term.

In the classical sense, the indicator of labor efficiency is its productivity, which is measured by the amount of products produced per unit of working time. However, our goal is to determine the effectiveness of labor in education and science, and not in material production. The usual definition of labor productivity in relation to this area is undoubtedly not correct. That is, according to this definition, an increase in labor productivity in education and science should be understood as an increase in the labor of a professor-teacher and (or) a researcher without the possibility of evaluating the final result. For example, when calculating the labor productivity of production workers, defects in production are excluded from these calculations. And how to assess such defects in a higher educational institution is unknown. It is clear that it is necessary to adapt the plan of such problems to the educational process. This means that an increase in the effectiveness of labor in the field of education from established norms (the number of lectures per day, graduation qualification work prepared by students per year per teacher of 1 University professor) leads to a decrease in the quality of education of students. It is logical to assume that in such complex areas focused on intangible results as education and science, labor efficiency cannot be determined as in production, and it is advisable to consider other indicators associated with them [5, 145].

The great importance of labor productivity growth for individual enterprises and society as a whole requires the study of all factors affecting the level of labor productivity and the disclosure of reserves to increase it. Factors are forces, causes, external circumstances that affect a process or phenomenon. Depending on the degree and nature of the impact on the level of labor productivity, factors can be divided into three groups: material, technical, organizational, economic and socio-psychological [6].

Another of the factors that affect labor productivity is the achievement of the elimination of unemployment in each space and area. Various negative situations can arise due to unemployment. That is, an increase in various crimes, an increase in diseases, the emergence of mental states among people, and one of the greatest harm can become the main factor in hunger and poverty. The main ways to overcome such a big tragedy – in every space and place-require rapid reproduction of small and medium-sized businesses based on innovative approaches. Getting rid of every country from hunger and poverty in quick opportunities also depends on this issue.

### 3. MATERIALS AND METHODS

Today, not only the unemployed, but also every small and adult working person, regardless of their industry, is a necessity of the times to engage in business. Currently, such a situation can be observed in several states. In China, for example, 70% of gross output is made up of those who work in medium and small businesses. Also, the share of small and medium – sized businesses in developed Countries-Norway, Germany, Korea, Israel, Turkey, etc. - accounts for high volumes in gross output.

The development of small and medium-sized businesses is necessary today to be transformed not only into public policy, but also into a nationwide business. There are a few more factors to rid peoples of poverty, which include:

First of all, it is a necessity of the period to raise the spiritual image of people living in each country to a higher level.

Secondly, in each territory it is necessary to raise the level of culture of society again, to form a real human image in people, to put an end to all the oppression and wars that are happening in the world.

Thirdly, it is a time requirement to completely get rid of the scourge of terrorism committed in the world and in some countries and put an end to human trafficking that is not suitable for a person.

Fourthly, it is necessary to develop medicine and create a unified medical scientific system among all states in order to combat all diseases that are taking place in the world and leading to the extinction of mankind.

Fifth, the loss of groups of states that lead to all negative situations in the world, and at the same time the strengthening of single UN rule, is a period requirement.

Sixth, it is the dream of four centuries of absolute loss of alcohol, various narcotic and Psychotropic Substances, cigarettes and other harmful habits that cause a huge amount of material and spiritual harm to humans.

It is necessary to create uniform mechanisms and technology that ensure a constant increase in labor productivity. To create it requires the use of complex methods, technologies and equipment. These include the use of sociological research methods, mechanisms and processes of social technology, as well as complex mathematical and statistical methods. As a result, a single scientific and practical universal management system of labor productivity occurs, through which it becomes possible to ensure labor productivity based on science and constantly growing. Such a model and system is created based on the conditions, resources, techniques and technologies of the territory of each country corresponding to it.

For example, in the Republic of Uzbekistan, the model of increasing labor productivity is distinguished by originality and compatibility. Although such a system is one of the general visibility models for each enterprise, each network and each territory, the information corresponding to it may differ. Such a system and model of labor productivity can be achieved if it is created for all countries around the world, and applies in practice, having a material wealth of a fairly large size. And this wealth can save humanity from death and the pain of hunger until the end of four centuries.

It must be said that in the human world there are many negative events that can occur very often in March and are an obstacle to the social economic development of society. Examples of these are the strong storms that are taking place, the Earth's tremors, the floods, the terrible tsunamis in the seas and oceans, the increasing temperature on Earth from year to year, anomalous changes in the weather in some places, as well as the sometimes severe infectious diseases related to medicine, that is, the fact that the Covid-19 virus has become a pandemic. In particular, the pandemic, which has been going on since March 2020, has not left a single state without harm, while it has caused severe economic and social disasters to many countries. Uzbekistan is no exception. Due to the decrease in the gross output of our country, the standard of living of people has decreased, while the army of the unemployed has increased. If this situation continues for a long time and other terrible events are frequent, it has undoubtedly become clear that up to 30-40 percent of people on earth lack food in the Rings. This is on the one hand.

On the second hand, the volume of the globe-the arable land-remains unchanged in its place, while demographic progress continues. This circumstance has its great negative impact on the life of people.

And from the third side, the amount of water needed for irrigation is gradually decreasing. As a result of the aggravation of the environmental situation, the number of harmful insects also increases, causing enormous harm to productivity. Such an objective reality is putting before humanity an issue that is too big and needs to be resolved.

To determine the solution to the problems of labor efficiency, we highlight the main goals and the factor of labor productivity. The main goals that lead to an increase in production efficiency are:

- reduce costs and increase profitability;
- reduce the cost of materials;
- increase production flexibility;
- improve the quality of goods and services;
- improve production processes [7, 200-202].

One of the most important aspects in the study and analysis of socio-economic factors affecting the efficiency of labor activity is to determine the importance of the influence of certain factors on the efficiency index. In practice, it is very difficult. If it is possible to use the method of variance analysis, which is one of the branches of mathematical statistics, the task becomes easier [8,9].

Today and in the future, how to feed humanity, keep it in a healthy state and provide for future generations poses a very big question to humanity. Is there a way out of a very difficult situation? and what if? In this regard, not later than today, the whole of humanity should use intelligence, knowledge, enlightenment, honesty and justice, unite into a single fist, form a high level of human potential and get a solution to the problem through it. Specialists, intellectuals and scientists from all over the world should come together and create a social, economic and mathematical model of solving the above problem. We think that only in this way, humanity can save itself from any difficult situations and create a comfortable living situation for itself.

#### 4. CONCLUSION

Briefly summarizing the solution to the issue, the following measures and proposals can be given.

First of all, it will be necessary to develop social mechanisms, technologies and models that are important for human life.

Secondly, to identify economic, organizational, environmental, technical and other factors affecting labor productivity through dispersion and correlation analyzes. To express their influence in mathematical models the degree of influence on labor productivity. It is possible to quantify the factors that affect labor productivity in every way and quantify the degree of influence of each of them, and ultimately create a mathematical model of labor productivity, using the most effective theory of probability in creating a mathematical model, as well as all mathematical statistical methods. First of all, it is necessary to apply from the simplest methods to the most advanced methods. In addition to it, it is also possible to create mathematical models that deserve to obtain an optimal accounting of labor productivity using both theoretical and practical methods of higher mathematics. It should be said that when creating this model, it is also recommended to widely use innovative methods.

One of the most basic works in the optimization of labor productivity is the creation of some social and economic statistical information. When creating an economic Part, official, statistical information can be widely used, while the formation of social information is of several

complexities. For this, complex, sociological studies are carried out, taking into account the social conditions in places, and their sociological analysis is carried out. Of course, the laws of Statistics here, for example, statistical information collected on a competitive basis, are subject to implementation in accordance with the law of representativeness of Statistics. The calculations carried out using a mathematical model obtained as a result of an integrated approach should be specific to a particular object and a specific period. With the passage of the period taking objective factors into account, social and statistical information is considered to be necessary to update some and carry out reports again.

Thirdly, to be able to form a spiritual image that is inherent in people in all states and societies.

Fourth, to ensure a high level of relationship between all states, Nations and religions.

Fifth, it is necessary to create and introduce a complex, innovative, mathematical model of labor productivity, which is unique and suitable in each group, enterprise, network, regions.

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