

OPPORTUNITIES AND WAYS TO ACHIEVE LABOR EFFICIENCY

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Abstract. The article provides an analysis of the effectiveness of Labor and its socio-economic basis and factors affecting it, as well as an analysis of its specifics. Various factors for the effective organization of Labor today and feedback on its results are presented.

Keywords: Economy, social policy, competition, labor productivity, form of labor, attitude to work, infrastructure, economic policy, capital.

INTRODUCTION

In developed countries, the desire to raise the factors of economic development, to use them wisely is clearly visible. In particular, the amount and quality of labor in these countries is being evaluated as one of the main factors strengthening the country's economic growth and position in the world economy. Therefore, attention is growing to the issues of education, professional skills and training of personnel trained in various sectors of the economy. For this purpose, the practice of organizing training courses designed to improve personnel skills and retrain them in all developed countries is taking root. In the following years, measures to systematically solve the problem of unemployment also intensify.

LITERATURE ANALYSIS.

Issues of improving labor efficiency have been actively studied since the period when industrial production began to take shape. Today, various aspects of the topic are especially subject to thorough analysis and description. Abroad, more and more practical aspects of the subject are becoming objects of research. For Example, S. Gloker and P. Vegmyuller focuses on revealing the relationship between labor efficiency and the rational expenditure of working time. M. Jones and R. Cheyney seeks to justify the positive impact of the four-day work week implementation on Labor sama-Ra. E. Michaels, H. Handfield-Jones, B. Axelrod, A. Savanyavichene, V. Vilchyauskaite, on the other hand, describes that capable employees should be matured and encouraged in order to increase labor efficiency .

In the CIS countries, the attention of researchers is attracted more by the issues of determining the level of labor efficiency in new economic conditions. I.M. Aliev, N.A. Gorelov, L.O. Ilina analyzes this aspect of the topic in the context of Labor Economics. X.Ya. Galiullin, G.P. Ermakov, M.V. Simonova attempts to develop a methodology for determining labor efficiency. E.V. Starkova and S.V. Veretexina, on the other hand, describe the socio-economic model of labor efficiency

RESEARCH METHODOLOGY

Compliance of the study with the priorities of the development of Republican Science and technology. Dissertation research Republican Science and technology development I. The priority was implemented within the framework of the priority corridor” formation of an informed society and a system of social, legal, economic innovation ideas of a demo-Cratic state and ways to implement them."

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It is noteworthy that in progressive countries, measures to increase the amount of Labor and improve the quality of Labor are strictly coordinated by the state. In some Western European countries, even scientific predictions about the prospects for the change in the quantity and quality of Labor are being prepared. For example, in England, with these tasks, the University of Warwick Employment Research Institute (Institute for Employment Research at Warwick Univer-city), in Germany - Institute for Employment and Occupational Research at the Federal Institute of Labour [1]. The issues of optimizing the use of Natural Resources in European countries are also gaining strategic importance. In particular, it is customary to use oil, gas and coal in accordance with environmental requirements, expanding the possibilities of applying water, wind and solar energy. There is an increase in the desire to dispose of land resources less and produce more agricultural products, such as cereals, vegetables, fruits, milk and meat. Even accelerating economic development-ornamental landscapes, mountains, lakes, beaches of Euro-PA in order to more efficiently use natural resources in the run.

Another factor in economic development - financial capital has been transformed into a source of strengthening economic activity, providing funds for various types of economic activity in European countries. In western European countries, financial capital is spent on providing companies and individuals with borrowed funds, investing in new technologies. It is also instrumental in the development of small and medium-sized enterprises, the provision of consumer loans, the support of social programs and projects. In general, in European countries, financial capital is aimed at promoting economic growth, supporting the subjects of the economy, increasing the standard of living of the population and ensuring sustainable development[2].

As for innovation technologies, the European experience in this regard is especially noteworthy. In the European Union, The Horizon - 2020 program has been

developed with the aim of systematically financing innovative projects and research. On the basis of the program, effective cooperation has been established between public and private companies, universities, research centers and startups on the creation of such technologies in continental countries. The amount of funds allocated to artificial intelligence, biotechnology, cyber security, blockchain and the like is increasing every year. In addition, the field of startups and innovation incubators is actively developing in Europe, which contributes to the emergence of new ideas and projects. Thanks to this, Europe remains the world leader in the development of innovative technologies and attracts the attention of investors and specialists from different countries.

In Uzbekistan, too, serious attention is paid to raising the factors of economic development. In particular, measures have been developed to improve the quality of labor in the country, that is, knowledge, skills, skills and experience, training, retraining and training of personnel to ensure its competitiveness, and are carried out throughout the cities and districts of all regions. It is with this necessity that one of the goals of the fundamental reforms carried out at various stages of the educational system is also associated. Also creating new jobs, measures to reduce unemployment are also expanding the possibilities of improving the quality of the country's labor force and its rational use.

In the following years, the reforms carried out within the framework of the Strategy of Actions and the Development Strategy of New Uzbekistan gave a tendency to the development of these factors. For example, during the last five years, special attention has been paid to the issues of expanding the non-state sector in the economy, reducing the direct intervention of the state in the activities of enterprises and organizations. As a result, the standard of economic freedom of subjects has increased significantly. Economic freedom, on the one hand, has led to a sharp increase in the number of entrepreneurship and small business entities. In particular, in 2016, 207 thousand 104 business entities operated in the country, and by 2022 their number will reach 517 thousand 501. On the other hand, thanks to economic freedom, labor efficiency in enterprises and organizations began to increase. Due to the increase in labor productivity, let's say, in 2005, the share of business entities in the gross domestic product of our country was 38.2 percent, and by 2022 this indicator was 51.8 percent. However, it does not follow from this that all measures to reduce the gap between the actual labor efficiency indicator and the cash labor efficiency indicator have been taken in the country's enterprises. There are still a number of problems that hinder the improvement of labor efficiency in the society [3].

For example, it is related to the development of the material and technical base of enterprises and organizations, the diversification of production, the implementation of innovations in production, the organization of the production process on a scientific basis, the reduction of losses during working hours, the improvement of the knowledge and skills of employees, the implementation of a fair remuneration system for labor. issues are waiting for their solution.

Labor efficiency in enterprises and organizations gradually increases in the society where the labor process is organized taking into account these factors.

Ignoring these factors and replacing them with repressive or voluntarist methods will have dire consequences. This can be seen in the example of the Soviet experience, which turned to the past at the end of the last century. During the years of Soviet power, for a long period of time, labor efficiency was ensured at the cost of fear, oppression, and forced labor. For example, the establishment of the Belomorkanal, the construction of the Baikal-Amur highway, the development of protected lands - a symbol of the effectiveness of work carried out at the community level, and the completion of five-year plans in four or even three years - were presented as examples of the productivity of the enterprise. In fact, they were all products of labor organized on the basis of the principle of obligation. True, the Soviet government initially tried to organize these events according to the principle of voluntariness. For example, on April 13, 1932, the decision of the government "On the construction of the Baikal-Amur railway" was adopted and its implementation began [4]. The decision envisages attracting the country's citizens to construction in exchange for economic and financial incentives. However, the harsh working conditions in the taiga, the shortage of food products, and the lack of labor tools caused the labor force to flow to other regions.

In the following years, the rational use of Natural Resources in mamalakat, their transformation into a powerful factor of economic growth, was also transformed into one of the tasks that the state was in the spotlight. This is evidenced by the adoption of the decision of the Cabinet of Ministers of Uzbekistan "on additional measures to ensure the rational and effective use of Natural Resources and increase state budget revenues". The decision emphasizes that at present, the focus is on attracting investments in the use of mineral raw materials resources in the country, as well as on the rational and effective use of natural fossil resources, the adoption of a number of regulatory legal acts in this direction, as well as the need to conduct monitoring of the volume of minerals in accordance with the.

CONCLUSIONS AND SUGGESTIONS.

Thus, Today, economic scientists associate the main factors of ensuring economic development with increasing the amount and quality of Labor, rational use of Natural Resources, the development of the financial capital market and the application of innovative technologies to the economy. International experts also rely on these factors in assessing the possibilities of the economic rise of countries. It is from this that the emphasis is on raising and strengthening these factors, both abroad and in Uzbekistan. Many countries are making the performance of these tasks one of the priorities of their economic policy.

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