

## The Importance of Labor Productivity in Increasing the Economic Efficiency of Industrial Enterprises

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### Abstract

*This article highlights the most pressing issues of increasing labor productivity at industrial enterprises in the context of improving the structure of the national economy of Uzbekistan and deepening the ongoing socially oriented reforms.*

**Keywords:** *labor productivity, industrial enterprises, reforms, national economy, economic liberalization.*

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The Republic of Uzbekistan is currently undergoing a period of radical reforms and their deepening, that is, qualitative and content renewal. "Currently, another important recovery process is taking place in our country. Therefore, the words" New Uzbekistan "and" Third Renaissance" harmoniously combine with our lives and motivate our people to Great Goals, "President Shavkat Mirziyoyev noted [2]. At the present stage of the reform, the urgent task of liberalizing the economy is set as achieving continuous economic growth in exchange for ensuring macroeconomic stability. In the context of improving the structural structure of the national economy of Uzbekistan and further deepening the ongoing socially oriented reforms, increasing labor productivity in industrial enterprises is one of the most pressing issues at the moment.

Labor productivity is a developing indicator. It is constantly changing under the influence of many reasons and factors. While some of them contribute to an increase in labor productivity, others can cause it to decrease. In addition, the level and growth of labor productivity can also be influenced by the conditions in which the labor process takes place. It enhances the effect of one or another factor if the conditions are favorable, or weakens this effect if it is unfavorable. For example, natural and climatic conditions seriously affect the results of labor in agriculture and its productivity. The social conditions associated with the forms of ownership of the means of production, as well as the conditions associated with the relations of production, can seriously affect labor productivity even in other equal conditions.

An increase in labor productivity at the enterprise is manifested in the following way:

- Increase in volume without changing the quality of the product to be created per unit of time;
- Increase in quality without changing the volume of the product to be created per unit of time;
- Reduction of Labor consumption per unit of output to be produced;
- Reduction in the share of labor costs in the cost of production;
- Reduction in the time of production and circulation of goods;

Profit is manifested in the form of an increase in mass and Norm.

Many factors affect the level of labor productivity and its dynamics. Factors that are said to be the driving forces or causes that affect the change in labor productivity. While some of them contribute to an increase in labor productivity, others can cause a decrease in productivity. The first group of factors includes all activities associated with an increase in the effectiveness of the means of labor, the organization of labor and production, and the improvement of the conditions of the working social groups; the second group includes the unfavorable influence of natural conditions, deficiencies in the organization of production and labor, the influence of negative elements in social conditions. Internal factors include the level of equipment armament of the enterprise, the effectiveness of the technology used, the level of energy supply of Labor and production, the responsiveness of the applied incentive systems, training and professional development of personnel, everything that depends on the heads of the enterprise, such as the improvement of personnel composition.

External factors can include: changes in the level of product diversity and their productivity in connection with changes in state orders and market demand and supply; socio-economic transformations of society and regions; the level of Labor Cooperation, the supply of material equipment natural conditions, etc. All factors, according to their internal content and essence, can be divided into three groups: material and technical, organizational and socio-economic. The material basis for increasing labor productivity is the development of Science, Technology and technology, the introduction of their achievements into production. That is why the group of material and technical factors is generally considered to be the leader and the group that determines all the remaining factors. Material and technical factors of increasing labor productivity include increasing the technical and energy supply of Labor on the basis of the continuous development of scientific and technological progress.

The main directions of the development of Science and technology in production are:

- its mechanization in connection with the transition to automation of production;
- an increase in the power of machinery and equipment based on an increase in the level of energy supply of Labor;
- electrification of production; the creation of completely new technologies (they provide an increase in production intensity and sharply reduce);
- deepening of the specialization of machines and equipment, etc. Organizational factors related to the growth of labor productivity include the organization of production at the level of enterprises, industries and, in general, the economy. In particular, the placement of enterprises by the regions of our country, the establishment of transport relations both within the country and with foreign countries; the specialization of enterprises and their subsequent cooperation; the provision of material and technical, energy supply, repair services, etc. are of great importance.

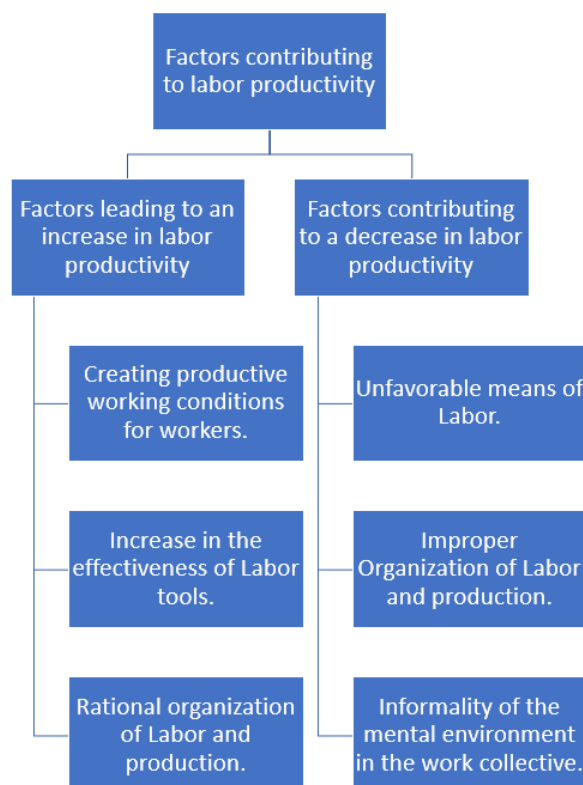
Important tasks for the improvement of the organization of production within enterprises are:

- improving the quality of planning;
- organizing organizational and technical preparation of production; timely introduction of new equipment and technology;
- modernization of the equipment being developed;
- provision of machines, mechanisms, equipment, apparatus current and overhaul, as well as the correct organization of material and technical support within the enterprise.

All organizational factors are firmly connected with each other, forming a single system of organization of production, labor and management. The incomplete use of them, the presence of various organizational shortcomings largely have their effect on the use of working time. The idle spending of working time is a consequence of the shortcomings in the organization of labor and production, reduces labor productivity, while reducing the idle spending of working time ensures an increase in labor productivity. An important place in the system of organizational factors is occupied by an improvement in the personnel structure - a relative reduction in the number of management personnel and an increase in the salm of workers in the total number of industrial and production personnel, and among these - the salm of the main workers.

The higher the percentage of workers in the total number of industrial - production employees, the higher the labor productivity per employee. The influence of socio-economic factors is due to the fact that the escalation of the development of Science and technology, the provision of the material basis of Production (Technology, Technology) and the implementation of various, and in most cases more complex organizational measures does not occur on their own, but occurs only as a result of the active labor activity of people This is the driving force of labor activity - interest in achieving a certain result. It allows, in turn, to satisfy the material and spiritual needs of people who are participants in production. In addition, in addition to the fact that participants in production or other activities strive to obtain the result of a particular labor activity, they must have a sufficient level of working capacity, the necessary personal qualities such as business acumen and perseverance, as well as be entrepreneurial and vigilant.

The most important socio-economic factors affecting labor productivity include:



**Figure 1. Ways to increase labor productivity in industrial enterprises**

Source: Author development

- material and spiritual benefit from the results of Labor;
- the level of qualifications of employees, the quality of their professional training and the general cultural and technical level;
- labor attitude and level of labor discipline;
- development of self-government of labor collectives.

Also, the following measures are recommended to increase the labor productivity of workers and employees at enterprises (fig.

In conclusion, it can be said that there is no need to re – emphasize the need to increase the economic efficiency of production enterprises: firstly, the market does not forgive “vacuum”, inaction, Insolvency and losses, and secondly, industrial enterprises that do not pay enough attention to increasing the labor productivity of workers and employees will not have prospects and will form the basis. Therefore, the effective use of all types of resources and increasing labor productivity in all parts of production is a guarantee of the economic efficiency of each enterprise.

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