



EFFECTIVENESS OF INCREASING LABOR PRODUCTIVITY

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ABSTRACT

At present, the growth of labor productivity is expressed in more effective development and use of human resources, especially their intellectual properties. In this regard, in order to increase labor productivity in the conditions of digitalization of all spheres of activity, it is necessary to form, develop and implement modern technologies for the use of intellectual resources. In this article, the author discussed technologies for using the intellectual properties of labor resources that correspond to today's realities of economic development in the context of a trend towards digitization.

KEYWORDS: Digital economy; digital opportunities; soft skills; teamwork; digital labor; labor productivity; volume of work; product quality.

INTRODUCTION

As you know, the development of society, the well-being of the people, the prosperity of the country, the level of human potential and capital, especially the future life, plus all dreams and beauty, the average life expectancy also depend on labor productivity and its constant growth. Therefore, labor and its effectiveness are the greatest economic and social synthetic indicator. In addition, the level of labor productivity determines the method of production, tools, and even the socio-political system itself. Thus, it can be concluded that in the 20th century, research on labor productivity focused mainly on the study of 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 system of planning and management of production development in order to maximize labor productivity [1].

Labor efficiency, in principle, is understood as economic, social, psychophysiological, organizational, technological and environmental aspects. In order to achieve efficiency and stabilize it, it is necessary to establish the consideration of the factors that depend on it and that affect it in various ways and to study and analyze them using economic, social, psychophysiological methods. For certain enterprises and society as a whole, the growth of labor productivity is of great importance, and it is necessary to study all the factors affecting the level of labor productivity and open reserves to increase it [2]. According to the principle of taxonomy, the factors of labor productivity under consideration can be divided into 3 types [3].

1. Factors related to resource management: personnel department; capital (technical means and investments); energy; materials; information.
2. Factors related to the form of interaction: technological; economic; behavior; political; systematic; process.

3. Factors depending on the size of the analyzed enterprise unit: - individual; group; the whole enterprise.

If we want to achieve the efficiency of labor and its stable achievement, we must thoroughly study all the factors that have a positive and negative effect on it and create a set of necessary measures. In other words, it is necessary to manage labor processes at an optimal level using complex methods. It includes the main aspects, i.e. 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, important in the organization of work to be able to form normal social relations, to form a management culture, to create a series of various economic and social incentives that motivate employees, and the most important thing is to achieve the level of satisfaction of employees with their work [4].

Labor efficiency is mainly measured by two indicators, i.e. quantity and quality. Achieving the minimum state of labor costs is of great importance in increasing labor productivity and efficiency. Labor efficiency is mainly determined by the amount of work per unit of time, the number of employees and the quality of work. Indicators of labor efficiency may include the following: labor productivity and its dynamics; change in product production; quality of work; professional skills and qualifications of employees; the mental and physical labor of a person spent on the work done; save working time; efficient and rational use of working time.

Labor productivity and its efficiency is one of the main elements of gross product - national income. The volume of labor productivity depends on the potential, creative potential, social attitude of employees in production and non-production, correct functioning of the scales of justice in the organization, social justice, moral image of leaders and employees, strength of legal frameworks, level of equipment and energy, scientific development in the country. and most importantly depends more on employee attitudes and beliefs about tomorrow.

Ensuring constant labor productivity and its stable efficiency is the main task of every enterprise, sector, authority and state. What should be done for this? First of all, it is necessary to bring the fields of science, science and forecasting of the labor sector to a constant and highest level. Expanding the scope of scientific and practical work in this field, training highly qualified personnel and division of labor in various fields, organizing labor, encouraging labor, studying labor resources qualitatively and quantitatively, conducting various economic, social, and legal experiments in the field of labor, paying wages for labor raising it to the level of the world standard, putting an end to industrial expenses in labor enterprises and conducting the economic and social policy in the field of labor at the current level, ending unemployment in all regions and achieving optimal employment, etc. In addition, it is important to pay attention to internal and external factors while constantly improving labor productivity, and to constantly develop the integration between them.

One of the main ways to increase labor productivity is the creation and implementation of the socio-economic program of labor organizations. Within such a program, all elements of labor and organization management are taken into account. Much more can be done to ensure that labor productivity continues to grow. In particular, taking comprehensive measures to increase human potential requires, first of all, the rapid development of the education system and the implementation of modern reforms. Another factor affecting labor productivity is the elimination of unemployment in all areas and sectors.

For this purpose, complex, sociological studies are carried out taking into account the social conditions in the places and their sociological analysis is carried out. Of course, here the laws of statistics, for example, statistical information collected on the basis of a selection, must be followed in accordance with the law of representativeness of statistics. Calculations made with the help of a mathematical model obtained as a result of a complex approach should be specific to a certain object and a certain period [5]. Taking into account objective factors, it is considered necessary to update the database of social and statistical information and re-conduct reports. Thirdly, to be able to form a spiritual image common to people in all countries and societies. In our opinion, first of all, it is necessary to develop a short, medium and long-term socio-economic development program and comprehensive development forecasts on a scientific basis, which have an integrated connection with each other. Within the framework of this program, all indicators and indicators determining social and economic development are taken into account, and all statistical analyzes and other quantitative aspects are developed through them. Also, first of all, social and economic information bases should be completed completely. The program consists of several stages and steps. At the first stage, it will be created in small and medium-sized state and non-state organizations. In the second stage, the rest are created in large organizations and corporations. In the third stage, all management is implemented in all network systems. At the fourth stage, a program will be created in villages, neighborhoods, districts, cities and regions where all local residents live. At the fifth stage, all programs are integrated with each other, both from the point of view of statistics and from the point of view of all other integration rules, a program of socio-economic development for the whole republic is created.

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