



SOCIOLOGICAL ANALYSIS OF INCREASING THE LABOR PRODUCTIVITY OF PROFESSORS-TEACHERS

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Abstract.

The article discusses the technologies of using the intellectual properties of labor resources that correspond to today's realities of economic development in the context of the digitization trend. In this article, the author analyzes the social and economic factors of increasing labor productivity. Also, the article presents the results of a sociological survey analyzing the social factors of increasing the work efficiency of professors and teachers, and gives conclusions and suggestions.

Keywords: Work, efficiency, productivity, professional skills, product quality, socio-economic, indicators, dynamics, employees, volume of work.

INTRODUCTION

Labor productivity is the main planning and economic indicator describing the level of rational use of labor resources in the enterprise and the level of efficiency of the market system as a whole. In today's market conditions, every enterprise should organize and operate a production development planning and management system in order to maximize labor productivity [1]. Labor productivity mainly means economic, social, psychophysiological, organizational, technological and environmental aspects. In order to achieve productivity and stabilize it, it is necessary to take into account various influencing factors, and to study and analyze them using economic, social, psychophysiological methods. The growth of labor productivity is of great importance for some enterprises and the whole society, and it is necessary to study all the factors affecting the level of labor productivity and open reserves for its increase [2]. 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 [3].

A lot of money is being spent on the high school level of education, and the most modern technology for its development is being created. After all, the quality of secondary school education prepares the ground for a steady increase in the quality of higher education in personnel training. A lot of changes are taking place in the system of secondary special and higher education. The attention to the development of the teaching staff, which is considered the main link in the education system, is being developed by the state more sharply.

Sociological survey on the topic "Social factors of increasing the labor productivity of professors-teachers" 100 professors-teachers were included in the survey conducted in order to study the social factors of increasing the labor productivity of professors-teachers and their attitude to it. Respondents were given the question "Please tell me, do you like the field you have chosen?" to our question, 93% answered "I like my chosen field", 2.8% "don't like it", 1.4% "like it less" and 1.4% "don't like it very much".

"What is the prestige of the professor-teacher profession?" to our question, 57.7% of our respondents believed that "the reputation of a professor-teacher should be very high", 16.9% answered that "his reputation should be high among the community", and the remaining 22.5% believed that "the reputation of teachers is low". It can be seen that our professors and teachers want their status to be very high. "Currently, what tasks should be performed to raise the reputation of the teaching profession?" to the question, 16 percent of the respondents said "it is necessary to adapt the information system to the current system", 26 percent answered that "their monthly salaries should be further increased", 27 percent said "it is necessary to provide modern equipment" and 31 percent said "it is necessary to further expand scientific research opportunities". expressed their opinions.

"Do innovative pedagogical technologies fully help to increase the level of knowledge of specialists?" To our question, professors and teachers presented the following answer options. 9.9 percent said that it is "very low effective" and 29.6 percent said "not so much, it doesn't justify the expenses" while 54.9 percent said "yes, it is very effective." "What is your attitude to the current quality of education?" to our question, our respondents gave the following answers: excellent - 7 percent, good - 45.1 percent, satisfactory - 35.2 percent, unsatisfactory - 11.3 percent.

In order to find out the position of professors-teachers in the department or workplace, i.e. "do you have your own place in the department?" our question was answered as follows. 85.9 percent answered "yes" and 12.7 percent answered "I have trouble answering." "What do you think is the relationship between the teachers in the department where you work?" to our question, 12.7% of the respondents answered "I have trouble answering", 8.5% said that the teachers of the department are divided into 2 - men and women, and 15.5% said that the relationship between teachers is not very good, and 62% said that the relationship between professors and teachers is positive. confirmed. The rest of the respondents said they had difficulty answering.

When we asked a question to study the attitude of professors and teachers to the training of students, 33.8% of the respondents believed that this is one of the main tasks of professors and teachers, and 31% said that attention should always be paid to the training of students. 9.9% believe that "there are few students interested in science", 23.9% answered that "it is necessary to mentor young people interested in science". "Have you written a textbook or study guide in your subjects?" 33.8% of the respondents answered "yes, I wrote" and 4.2% answered "I started writing after independence". 35.2% answered "I haven't written", 2.8% "I don't have enough knowledge and experience to write" and 22.5% "I want to write now".

In order to know the free time of our professors and teachers, "Do you have free time?" 29% of our respondents answered "sometimes" and 11% "sometimes", and 56.3% answered "there is no free time at all". "What do you like to do in your spare time?" to our question, 12% of the respondents said "I do physical work", 21% said "I do mental work", the remaining 22% said that they are engaged in raising children, and 45% indicated that they do all of these.

Respondents were asked, "How do you feel about granting independence to the university?" when we asked the question, 33% answered "highly", and 67% of them answered "good". "Are you in favor of financial independence of the university?" to our question, 60.6% of respondents answered "yes, I support it", 19.7% answered "no, because I think it is not important", 16.9% answered "there are no conditions to achieve it". "Dear teacher, how satisfied are you with your work?" to our question, 25.4% of our respondents stated that they were satisfied at a high level, 66.2% at an average level, and 4.2% were not satisfied.

If we want to increase labor productivity and achieve it stably, we need to 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.

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

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