



## INNOVATIVE DIRECTIONS AND PROSPECTS FOR IMPROVING LABOR RELATIONS IN AGRICULTURAL ENTERPRISES

To'lanov Dilyor

Teacher at Andijan Institute of Agriculture and Agrotechnologies  
<https://doi.org/10.5281/zenodo.17800916>

**Abstract.** The article analyzes innovative directions and future prospects for improving labor relations in agricultural enterprises, as well as issues of ensuring human well-being and a decent standard of living as a result of increasing the efficiency of innovative use of the labor factor.

**Key words:** Labor factor, efficiency, industry, developed countries, enterprise activities, personnel, workforce, skills, motivation, choleric, sanguine, phlegmatic, melancholic.

**Introduction.** In the process of labor activity, people enter into social relations and interact with each other. The most important relations are the relationship of man to man, man to labor, which are the main signs of the nature of labor. If a person's interaction with the means of production forms his professional abilities and skills, then the relationship to labor and to each other creates certain social qualities. In the conditions of modernization of the economy, the introduction of innovations and modern information technologies into the production process leads to the organization of labor, the emergence of new knowledge-oriented sectors of the economy. The formation and development of the innovative sector of the economy creates the need for the emergence of innovative types of labor, the emergence of innovative employment, and innovative development in social labor relations. This requires personnel to improve their abilities, skills, initiative, and the development of new ideas.

Currently, Uzbekistan does not have enough training of personnel in sectors that determine technical progress at the level of today's requirements. Therefore, there are imbalances between the training and knowledge of personnel for new jobs being created. In particular, on January 28, 2022, the Decree of the President of the Republic of Uzbekistan No. PF-60 "On the Development Strategy of the New Uzbekistan for 2022-2026" was signed, and with this decree, the Development Strategy of the New Uzbekistan was adopted. Goal 30 of Section 3 of this development strategy, entitled "Increasing the national economy and ensuring high growth rates", sets the following tasks: "Increasing the income of peasants and farmers by at least 2 times through intensive development of agriculture on a scientific basis, and increasing the annual growth rate of agriculture to at least 5 percent." In order to successfully implement these tasks, it is of great importance to successfully implement issues of increasing the economic efficiency of using labor resources in agriculture.

**LITERATURE ANALYSIS AND METHODS.** A number of leading agrarian economists and theorists of our republic, including: A.A. Abduganiyev, A.A. Shokirov, A.Juraev, A.Z. Zokirov, A.S. Samutali, D.Q. Ahmedov, N.S. Khushmatov, R.V. Abdullaev, R.Kh. Khusanov, F.Q. Qayumov, F.Kh. Nazarova, Ch.M. Murodov, E.J. Yusupov, O.P. Umurzakov, Q.A. Khasanjanov, Q.A. Choriev and others, have conducted scientific research on the issues of developing the agricultural sector and increasing its economic efficiency.

**RESULTS.** Attitude to work expresses a person's desire to demonstrate his physical and spiritual strength at a high level, to use his knowledge, experience, and abilities to achieve certain quantitative and qualitative results. This attitude is manifested in labor relations, in substantiating and evaluating its causes.

Attitude to work is a complex social phenomenon, consisting of three elements;

- the causes and directions of labor relations; real or actual labor relations;
- verbal assessment of the labor activity of employees.

- The first (reason) element is associated with the labor reasons and guidelines that are justified (applied) in the labor activity of the employee. They are the instigators of labor relations, labor actions and actions, and together they form the core of the reasons.

- The second element consists of the labor activity of employees,

which includes such forms of relations as the level of fulfillment of production standards; the quality of the work performed; discipline; initiative; participation in technical creativity; multi-machine service; mastering advanced work methods; economical consumption of raw materials and supplies, fuel, electricity, etc.

- The third (evaluation) element consists of the subjective experiences of employees, reflecting their internal state related to the work performed.

Any activity is incorrect and incomplete as the subject of labor assesses it. In the formation of an attitude to labor, it is important to justify the reason, which determines a certain labor relationship. The employee evaluates labor in the process of labor relations. Labor evaluation is the internal state of the employee, which is formed by satisfaction with his labor activity, the surrounding situation (working conditions, remuneration, labor rationing, etc.). It depends on the correspondence between the employee's requirements for labor, his reasons and directions, labor activity, and specific production conditions. The description of labor relations can be given both by labor (object) and by the employee (subject) in the form of direct participation in the social production system, its perception, understanding, and assessment of his labor participation (contribution) in social production. Therefore, all factors that shape the attitude to labor can be divided into objective conditions and objective conditions that are independent of the subject and are associated with the specific characteristics of the production and non-production environment, as well as subjective conditions and circumstances related to the reflection of external conditions in the human mind and psyche, its individual characteristics.

Objective factors are general and specific. General factors include socio-economic and other social conditions of labor activity. For example, the private form of ownership affects a person's diligence, which manifests itself as the activity of internal factors, and personal and social interests are consciously combined. Specific factors are the circumstances and conditions of a particular labor activity: the content of labor, its productivity, organization and remuneration, the socio-psychological conditions of the team, family and school education, mass media and propaganda, independence of activity and the degree of participation in management. Although objective characteristics of labor are considered external to a person, they affect him and are evaluated by him. A person develops a certain internal attitude to labor, which is a type of activity. Objective factors are motivating, external stimuli to labor activity; subjective factors come into play as external motivators, the reasons for the labor activity of a particular person.



Of course, although external social influence is considered primary, it becomes an influential force after passing through the inner world of a person (life ideals, aspirations, goals, reasons for labor activity, psychological mood, etc.).

This helps to understand why people in the same labor organization, in the same labor division, have different attitudes towards work:

- some work with initiative, with high productivity, fully using all their strength and abilities, while others work with frustration, wasting part of their working time, not complying with production requirements, violating labor discipline. Therefore, the formation of a person's attitude to work is influenced by subjective factors: previous experience, general and professional culture, psychological, demographic, socially conditioned characteristics of a person: gender, age, education, work experience, abilities, inclinations, the level of awareness of the significance of their labor activity, their need for it, and especially their value orientations.

**CONCLUSION.** In conclusion, it can be noted that the introduction of such measures into agricultural production will improve the use of labor resources in the sector and positively affect labor productivity.

1. One of the indicators of the effective use of labor resources at enterprises is the labor productivity indicator.

Labor productivity is an indicator of the economic efficiency of employees' labor activities. It is determined by the ratio of the amount of products produced or services provided to labor costs, that is, the product produced at the expense of a unit of labor costs. The level of development of society and the well-being of all its members depend on the level of labor productivity and its growth. In addition, the level of labor productivity determines both the method of production and even the socio-political system itself.

2. Adequate provision of enterprises with the necessary labor resources, their rational use and high level of labor productivity are of great importance for increasing the volume of production and increasing production efficiency. In particular, the volume and timely completion of all work, the efficiency of using equipment, machines, mechanisms, and as a result, the volume of product production, its cost, and a number of other economic indicators depend on the provision of labor resources of enterprises and their effective use. In a market economy, the personnel profitability indicator (the ratio of profit to the average annual number of industrial and production personnel) is of great importance in assessing the efficiency of using labor resources at an enterprise. Since profit depends on the profitability of product sales, the capital turnover coefficient, and the amount of working capital, we have developed a factor model of this indicator.

3. In the process of analyzing labor productivity, it is important to determine the levels of influence and conditions of factors affecting its change. Labor productivity is a developing indicator. It is constantly changing under the influence of many reasons and factors. The labor productivity indicator at the enterprise should always grow at a high rate compared to the average wage.

4. In the era of a market economy, one of the main factors for overcoming competition is the achievement of production efficiency in enterprises of the macroeconomic, social and private sectors. This is achieved mainly through the rational use of the available labor force based on the scientific organization of labor. In turn, the effective use of labor often depends on the correct distribution of various types of work among individual performers, that is, on the

timely provision of work in accordance with their qualifications, experience and ingenuity. This is done on the basis of the correct organization of labor at the enterprise.

5. Labor productivity reserves are unused opportunities for saving labor costs (reducing labor intensity and increasing productivity).

The level of use of reserves affects the level of labor productivity. Each type of reserves can be considered in relation to a specific factor, and it is advisable to classify the total reserves according to the classification of factors. This allows you to identify the main causes of waste and unproductive labor costs for each factor during the analysis and find ways to eliminate them.

### Bibliographic list:

1. Decree of the President of the Republic of Uzbekistan No. PF-60 dated January 28, 2022 "On the Development Strategy of the New Uzbekistan for 2022-2026". Goal 30.
2. To'lanov Dilyorbek Ulug'bek o'g'li, & Mannobova Husnidabonu Arobiddin qizi. (2023). IMPROVING FINANCIAL MANAGEMENT IN AGRIBUSINESS ENTERPRISES. Oriental Journal of Academic and Multidisciplinary Research, Volume 1(Issue 1), 74–79. <https://doi.org/10.5281/zenodo.10071014>
3. To'lanov Dilyorbek Ulug'bek o'g'li. (2023). WORK IN AGRICULTURAL ENTERPRISES RELATIONSHIPS IMPROVE INNOVATION DIRECTIONS INNOVATIVE DIRECTIONS FOR IMPROVING LABOR RELATIONS IN AGRICULTURAL ENTERPRISES. Evraziyskiy zurnal meditsinskih i estestvennykh nauk, 3(9), 157–161. <https://in-academy.uz/index.php/EJMNS/article/view/20869>
4. Tolanov Dilyorbek Ulugbek. (2022). SPECIALIZATION OF ENTERPRISES IN AGRICULTURE AND FORMATION OF OPTIMAL COMPOSITION OF INDUSTRIES. International Journal of Innovations in Engineering Research and Technology, 9(9), 12–17. <https://doi.org/10.17605/OSF.IO/GBZ9U>
5. TOLANOV, son of Dilyorbek Ulugbek, & BARATOV Hakimbek Abdufattakhovich. (2023). INNOVATION DIRECTIONS FOR IMPROVING LABOR RELATIONS IN AGRICULTURAL ENTERPRISES. Journal of fundamental studies, 2(2), 27–33. <https://doi.org/10.5281/zenodo.7634182>
6. Tolanov Dilyorbek Ulugbek. (2022). SPECIALIZATION OF ENTERPRISES IN AGRICULTURE AND FORMATION OF OPTIMAL COMPOSITION OF INDUSTRIES. International Journal of Innovations in Engineering Research and Technology, 9(9), 12–17. <https://doi.org/10.17605/OSF.IO/GBZ9U>
7. To'lanov Dilyorbek Ulug'bek o'g'li. (2023). Analysis of Labor Relations and Economic Efficiency Indicators in Alorteks Llc Jalakuduk District. International Journal of Formal Education, 2(12), 8–13. Retrieved from <http://journals.academiczone.net/index.php/ijfe/article/view/1576>
8. To'lanov Dilyorbek Ulug'bek o'gli. (2023). FOREIGN EXPERIENCES OF IMPROVING LABOR RELATIONS IN AGRICULTURE. NEWSLETTER OF KHOREZM MA'MUN ACADEMY, 2(12), 139-143. <file:///C:/Users/1234/Downloads/Telegram%20Desktop/2023-12-2.pdf>
9. To'lanov Dilyorbek Ulug'bek o'gli. (2023). FEATURES OF INNOVATIVE USE OF THE LABOR FACTOR AND FOREIGN APPROACHES. SCIENTIFIC AND PRACTICAL BASIS OF THE EFFECTIVE USE OF RESOURCE-SAVING INNOVATIVE TECHNOLOGIES IN AGRICULTURE. 1(2), 372-375



file:///D:/2023-

2024%20yil%20hujjatlar%20to'plami/hujjatlar%20to'plami/Maqolalar%20to'plami/Andijan  
%20Institute%20of%20Agriculture/Xalqaro%20konferensiya%202-  
kitob%202023%20(2).pdf

10. Yusupova M. N, Nosirov B. Z. Pests of cotton and straw control at collection //EPRA  
International Journal of Multidisciplinary Research (IJMR)-Peer Reviewed Journal. – 2020. – T.  
6. – No. 12. – P. 57-61.

11. Nosirov B., Rakhmonova B. Organization of production of walnuts in an industrial volume.  
International online conference ECLSS Economics and Social sciences //Proceeding book. June.  
- 2020. - S. 28-29.

12. Nosirov B. Z., Abduvasikov A. A. The evolution of agricultural markets of Uzbekistan //  
Conference materials of DA Tsenov Economics Academy in Svishtov, Bulgaria. - 2019. - S. 48-  
55.

13. Toshpulatov D., Nosirov B., Khalmatov T. Gradual Implementation of Smart Management  
Principles in the Higher Education System of Uzbekistan //International Journal on Economics,  
Finance and Sustainable Development. - T. 3. – no. 1. – S. 22-29.

14. Sangirova U., Nosirov B., Rahmonova B. Properties and potential of walnut growing in  
Uzbekistan. JournalNX-A Multidisciplinary Peer Reviewed Journal, Volume 6, Issue 5, Page No.  
140-146. ISSN: 2581-4230.

