



INNOVATIVE WAYS TO INCREASE LABOR PRODUCTIVITY IN AGRICULTURAL ENTERPRISES

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Abstract. The article analyzes the fact that improving labor productivity in the agricultural sector, one of the leading sectors of the country's economy, is of particular importance today, the deepening of market relations, the intensification of the competitive environment, requires an innovative approach to labor relations in all areas. This, in turn, requires a correct assessment of socio-economic and environmental factors in the organization and effectiveness of production, especially in agriculture, labor processes in agricultural production are more complex than in other sectors, are highly dependent on seasonality, natural and climatic factors, cause differences in the employment and income of the workforce, and the effective and efficient development of labor organization, incentives and strengthening of social guarantees at enterprises.

Kalit so'zlar: Mehnat munosabatlari, mehnat omili, samaradorlik, sanoat, korxonalar faoliyati, kadrlar, ishchi kuchi, malaka, motivatsiya, innovatsiya, zamonaviy axborot.

Абстрактный. В статье анализируются инновационные направления и перспективы совершенствования трудовых отношений на сельскохозяйственных предприятиях, а также вопросы обеспечения благополучия человека и достойного уровня жизни за счет повышения эффективности инновационного использования фактора труда.

Ключевые слова: Трудовые отношения, фактор труда, эффективность, промышленность, деятельность предприятия, персонал, рабочая сила, навыки, мотивация, инновации, современная информация.

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. The acceleration of the innovative environment in agriculture is leading to a sharp change in labor relations and an increase in the demand for mechanisms based on socio-economic factors. Strengthening the material and technical base in agriculture, changing the volume of capital invested in it, introducing innovative technologies, and continuously updating specific scientific approaches to the organization of labor in the sector, rational employment, labor resource efficiency, and social protection of labor require continuous updating. Global trends show that sustainable development in the agricultural sector is achieved not only by increasing production volumes, but also by effectively managing labor resources, increasing employee interest, and institutionally and organizationally strengthening labor productivity. In particular, despite the introduction of advanced technologies, the demand

for manual labor in agriculture remains high. This is especially accelerating in the development of organic farming and the production of ecologically pure products. Therefore, innovative ways to increase labor productivity in agricultural enterprises require scientific research.

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.

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LITERATURE REVIEW AND METHODS. A number of scientific works by leading foreign economists, such as J.M. Keynes, A. Oswald, H. Rozan, F. Haeck, S. Hall, K. Yanosh, are devoted to the fundamental study of labor productivity, employment, unemployment, inflation, labor market problems in agriculture and their mathematical and statistical basis in the conditions of a developed market economy. These studies serve as a theoretical basis for studying general problems of the labor market in developed countries with a market-oriented economy and their prospects 3 . In addition, such well-known scientists from the CIS countries as B.D. Breev, T.I. Zaslavskaya, V.G. Kostikov, A.A. Nikiforova, G.S. Strumilin are also making a worthy contribution to the development of this area of economic science 4 . A number of scientific works by Uzbek scientists such as Q.Kh. Abdurakhmonov, S.S. Gulyomov, L.P. Maksakova, R.A. Ubaydullaeva, N. Khojaev, R.Kh. Shodiev, T.Sh. Shodiev and others are devoted to the study of these problems.

RESULTS. Development of proposals and recommendations for improving labor productivity in agricultural enterprises of various forms of management; - identification of optimal options for the use of resource-saving technologies and substantiation of their practical aspects of economic efficiency criteria; - practical substantiation of the influence of innovative factors in improving labor relations using the cluster method; - assessment of the socio-economic efficiency of labor in agricultural enterprises based on econometric models.

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) by the employee in his labor activity. 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; quality of work performed; discipline; initiative; participation in technical creativity; multi-machine service; mastering advanced work methods; manifested in the economical use 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 is manifested 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 appear as external triggers, the causes of a particular individual's work activity.

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

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

- some work with initiative, highly productively, fully using all their strength and abilities, while others work with frustration, wasting part of their working time, not complying with production requirements, and 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, and socially conditioned characteristics of a person: gender, age, education, length of service, abilities, inclinations, the level of awareness of the significance of one's work, the need for it, and especially the 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 have a positive effect on increasing 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 per 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, high 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 and their effective use by enterprises.

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 in an 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 of 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 on the basis of 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 achieved on the basis of the correct organization of labor in the enterprise.

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

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