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THE DEPENDENCE OF THE CHANGE OF LABOR PRODUCTIVITY IN THE ENTERPRISE ON THE COSTS IN THE ENTERPRISE

Abstract: This article is devoted to the study of labor organization in enterprises. In this article, the main concepts of labor organization, practical methods, as well as important activities of enterprises are mentioned. The importance of the labor organization process and understanding of how it is implemented in enterprises is emphasized. The article shows the role of labor organization in how enterprises promote employees, increase their motivation and ensure high work activity. The article is written on the basis of empirical research, scientific analysis and information received from enterprise managers.

Key words: Labor organization, enterprises, employees, activity, Worker motivation, work system, management, mode, step, activities, importance, skills, determination, results, analysis.

The purpose of work is to achieve a result, for example, to produce a product or provide a service. For any employee or group of employees, the efficiency of the result, that is, the product produced during the unit of time - hour, day, year, and the amount of service provided is of great importance. The higher this result, the lower the cost per unit, including room, building rent, electricity usage, and so on. Therefore, if the productivity of the cocktail is high, and the volume of the product is larger, its costs will be lower. The productivity of the cocktail is measured by the cocktail index.

Work productivity is an indicator of the economic efficiency of the work of employees. It is determined by the amount of the produced product or the cost of services provided, in relation to the production costs, that is, the product produced per unit of production costs. The development of society and the level of well-being of all its members depends on the level of productivity and its growth. In addition, cocktail productivity

level determines the method of production and even the social-political system itself.

The performance indicator of the cocktail does not reflect all aspects of the effectiveness and efficiency of the cocktail. For example, it does not take into account the quality of the cocktail, moreover, it does not express the need for rational use of cocktail resources. A concept that is close to the concept of "productivity of cocktail" in terms of its importance, but broader in content is the concept of "efficiency of cocktail". Work efficiency represents the degree to which high work efficiency can be achieved with minimum work costs. Cocktail efficiency differs from cocktail productivity, but it does not represent the quantitative indicators of the cocktail, but also the qualitative results. Another important advantage of the cocktail efficiency indicator is that it reflects the saving of cocktail resources.

In the conditions of a socially oriented market economy, it is very important to continuously increase labor productivity, increasing labor productivity improves the standard of living of the population and expands the possibilities of increasing wages.

The higher the labor productivity, the lower the labor costs, the higher the labor efficiency. For the owner of an entrepreneurial enterprise, it is important not only what level of production is achieved in a unit of time, but also how it is provided with labor costs. Labor costs are measured by the number of employees and labor costs. Both can be measured by working hours. Therefore, when analyzing labor efficiency, the costs of labor spent per unit of time are considered, at the same time, if its breakdown is taken into account.

When calculating the productivity of the cocktail, the methodology that allows you to ensure the following can be considered ideal:

- connection of enterprise work with social values;
- motivating the employee:
- that the general and specific indicators of productivity can be measured with one measure;
- the relationship between the quantity and quality of the cocktail.

Any product, item, or service contains a living and manufactured cocktail. Material wealth is created thanks to such a collective effort.

A living cocktail as society's productive forces evolve covers more and more mass of materialized cocktail. The result is a total the share of the materialized cocktail in the cocktail is more and more lively the share of cocktail decreases. This is the main reason for the increased productivity of the cocktail is a sign. Improvement of production and scientific and technical progress are the main conditions for increasing productivity. New technological processes, introduction of materials and automation tools leads to an increase in the level of mechanization. Mechanized cocktail workers do their work with machines and people who do it with the help of mechanisms are included. Increasing the level of mechanization (automation) of the cocktail an increase in the share of materialized cocktails and consumption of live cocktails evidence of the possibility of increasing the productivity of the cocktail without increasing it will give. The productivity power of the cocktail, which is the basis of the productivity of the cocktail, is the cocktail It's not just productivity itself: real cocktail productivity has two more important aspects to the factor - the intensity of the cocktail, which is the most important indicator of the live cocktail It also depends on (speed) and the use of the nominal fund of working time. Cocktail intensity (intensity) is the seriousness of live cocktail or is the level of complexity, and within the unit of working time, human nerves and muscles measured by power consumption. It has a negative effect on the human body .The speed that does not show is considered the social normal speed, the energy spent it is supplemented by food, rest and emotional relief. According to the calculation, the normal speed of a cocktail on a flat surface is 4.8 per hour km is equal to the energy expended by a person walking at speed. Relatively increasing the normal speed of a particular cocktail is related to the payment of the cocktail fee requires consideration. Cocktail performance comes from cocktail speed as well as runtime pool is also related to the level of use. The use of working time is the time worked, including internal shift rest for this type of work, a regulated break time to the specified nominal time fund (working day, working week, month and hour of the year to the amount in the calculation) is determined as a ratio. If the technical, technological level is 200 units of product during the shift made it possible to produce, from the speed of the cocktail and the working time while the utilization indices are 0.95 and 0.9, respectively real cocktail productivity is not 200, but 171 units ($200 \cdot 0.95 \cdot 0.9$). The concept of "productivity" refers to any type of costs or used to express the ratio of all types in specific

indicators. Productivity in the statistical sense means production results is understood as the ratio of use factors to costs.

In other words, A unit of cost is the corresponding volume of output. That's it according to the result of production, all its measurable factors can be calculated in relation to the set or separately in relation to a group of factors. Such factors include:

- 1) spent production the quantity and quality of factors (use efficiency);
- 2) the amount of spent factors level of use (effectiveness of use);
- 3) factors of production combinations (effect of substitution);
- 4) technical progress (technical efficiency);
- 5) production process organization (level efficiency);
- 6) separate processes of sectors or costs or products in general participation in the amount (content effect);
- 7) separate sectors and processes level and composition of interactions between them (reciprocity effect).

Currently, labor productivity in enterprises the goal setting system used for incentives and there is a sharp contrast between the actions of the employees. The actions of managers often affect the work of employees to achieve the desired result with the minimum cost of stimulation focused and protective actions of employees are determined by the desire to increase their income level. The analysis and systematization of the methods of struggle showed that both sides have accumulated a lot of experience in this matter, so it is difficult to expect serious progress in this matter without changing the initial logical assumptions. Accordingly, it is very important to change the initial paradigm of thinking in terms of achieving one party's goal by attacking one party's interests and using a decision-making system based on mutually beneficial solutions.

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