

## INCREASING THE LABOR EFFICIENCY OF EMPLOYEES IN ENTERPRISES

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*Abstract: The article highlights the role of managerial work of managers in the effective operation of enterprises, the scientific approaches of scientists in this regard, and evaluation indicators.*

*Key words: environment, business, entrepreneurship, investment, entrepreneurial activity, foreign investment, investment system.*

## ПОВЫШЕНИЯ ЭФФЕКТИВНОСТИ ТРУДА СОТРУДНИКОВ НА ПРЕДПРИЯТИЯХ

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*Аннотация: В статье освещены роль управленческой работы менеджеров в эффективной работе предприятий, научные подходы ученых в этом отношении, показатели оценки.*

*Ключевые слова: окружающая среда, бизнес, предпринимательство, инвестиции, предпринимательская деятельность, иностранные инвестиции, инвестиционная система.*

In the context of economic reforms being carried out in our country, it is necessary to increase the role of workers along with the effective use of financial, economic and material resources. To do this, leaders must recognize that each employee is the main asset of the organization in the process of managing it. By the end of the twentieth century, organizations managed to become a universal form of human life and acquired a number of characteristics, such as purposefulness, functioning and development, an organized organizational structure, a special culture, constant communication with the external environment, and the use of various resources. At the same time, the reforms carried out for the

stable and effective development of the economy of our Republic will make it possible in a short time to carry out deep structural changes in the economy, the development of production and services, ensuring the growth of incomes of the population , the stable development of small businesses and private entrepreneurship, and banking . Significant achievements have been made in strengthening the activities of the financial system and in developing scientific projects.

The new development strategy of Uzbekistan for 2022-2026 is aimed at accelerating the development of the national economy and ensuring high growth rates. By ensuring consistently high growth rates in economic sectors, in the next five years, gross domestic product per capita will increase by 1.6 times, and by 2030, per capita income will increase from \$4,000, and will create the basis for reaching the ranks of "States with Income above average". Therefore, the development of management activities today is considered one of the pressing issues. [2].

Many reports mention that one of the main factors in the development of enterprise economics is the human factor. Today, managing labor potential in enterprises and its effective use requires modern management. The number, power, formation, development and composition of employees are of great importance in enterprise management. In particular, the effectiveness of human resources has a direct impact on company performance [3].

Therefore, assessing the effectiveness of a manager today is one of the most pressing issues. An effective manager must pay equal attention to two areas of his activity: interaction with the external environment and improving the internal environment of the organization. In this sense, evaluating employee performance helps develop relationships within the company. Therefore, the increasing attention to personnel assessment and certification at present is not accidental . Thus, managers strive to strengthen internal ranks and increase the organization's resilience in unfavorable economic conditions.

Reforming the management system in the economic sectors of the Republic of Uzbekistan requires fundamentally new qualities, first of all, new knowledge, skills and qualifications from management personnel. The special role and importance of the managerial worker depend on the competition between producers of goods and services [ 4 ].

There are problems associated with reforming the economy of our country in the context of the transition to market relations. In particular, there are problems in enterprises and firms , including the low competitiveness of their products, significant inefficiency in business organization, and a lag behind developed countries in the field of management in all its forms . Management methods at enterprises and organizations in our country are often outdated . There is great interest in assessing the mental performance of managers .

With the deepening division of labor, the relationship between the work of a personal manager and the overall end results is becoming increasingly complex . This requires the use of modern methods in the process of assessing the performance of managers .

The increasing complexity and importance of managerial work due to the multiplicity and variety of functions, including professional differentiation, suggests an increased role in assessing the work of managers of all categories .

Also in enterprises, a positive effect is exerted by the manager's constant monitoring of the activities of his subordinates. The assessment is a combination of several instrumental systems that are closely related to the basic functions of facility management. Assessment presupposes the presence of evaluation criteria and a rating scale.

As is known, modern development principles acquire their expression and independent essence in the management of employees, work collectives, and industrial relations processes. Management principles provide clear regulation of the rights and responsibilities of employees, as well as managers of various levels of the enterprise management system. During the work, the responsibilities of the

manager and employees must be known. This is important for achieving company goals .

In the context of digitalization of the economy of Uzbekistan and the development of advanced innovative technologies, bringing complex management processes to the micro level requires adaptation of all elements of the organization of the emerging management system. Therefore, there is a need to develop new methods and forms for assessing the activities of an organization, including new methods for analyzing labor relations and indicators.

It is known that this can be discussed by the types of labor efficiency of managerial employees, that is, to assess efficiency, production and economic indicators are used that characterize such criteria as the quality, volume and delivery time of manufactured products and services provided. manager's activities. The most universal criterion for assessing the effectiveness of managers is the net profit ratio. However, it is necessary to take into account a number of other indicators: the use of fixed and working capital, investment efficiency, staff turnover, etc. [ 4 ].

At the same time, one of the main factors of enterprise efficiency depends on the performance of management personnel. In our research work, when analyzing the effectiveness of management personnel, the effectiveness of management of the Shams mud exploration research and production enterprise was analyzed. At the same time, indicators and a database of our research work were formed. Based on the collected data, methods such as statistical observation, comparison and quantitative approach were used.

Based on the above, the result of the work of an employee of this management apparatus is the degree to which the management goal is achieved at the lowest cost. was characterized by The main purpose of assessing management performance is to improve the quality of employee performance, this process is of great importance for determining wages in the long term, as well as for training and development purposes.

Information and we recommend the following proposals based on the results of their analysis. To improve the efficiency of management activities at enterprises, it is necessary to determine the following areas:

- organization and repair of workplaces, their rational order and organization of an effective maintenance system;
- formation of a rational organization , safety and labor protection system in the production environment;
- We believe that it is necessary to create a satisfactory socio-spiritual environment, friendly relations and the like in the team.

Thus, effective management affects all aspects of the enterprise. Therefore, each enterprise needs to evaluate management efficiency and develop various measures to improve it. This helps improve the efficiency of the entire enterprise.

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