



CHANGING ATTITUDES TOWARDS LABOR IN A MARKET ECONOMY

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Калит сўзлар: меҳнат самарадорлигини яхшилаш, назариянинг фундаменталлиги амалдаги меҳнат самарадорлиги, нақд меҳнат самарадорлиги, потенциал меҳнат самарадорлиги, ислохотларнинг меҳнат самарадорлигига таъсири, меҳнат самарадорлигини камайтираётган омиллар, меҳнат самарадорлигини ошириш имкониятлари.

Ключевые слова: производительность труда, фактическая производительность труда, наличная производительность труда, потенциальная производительность труда, влияние реформ на производительность труда, факторы, снижающие производительность труда, возможности повышения производительности труда.

Keywords: labor productivity, actual labor productivity, available labor productivity, potential labor productivity, the impact of reforms on labor productivity, factors that reduce labor productivity, opportunities to increase labor productivity.

The quality and level of productivity of human activity can be measured and determined in various ways. In scientific sources, these criteria are defined and described in different ways, based on different grounds. For example, in the article by F. Chao, it is noted that in determining the level of labor productivity and profitability, it is possible to rely on different criteria in different areas. In this case, it is proposed to use the income from the sale of products and services, the amount of profit, the volume of products withdrawn from circulation, the cost of products,

the company's funds in reserve, and other similar criteria when determining the level of productivity of people working in offices or retail facilities. In describing the level of productivity of people engaged in production, it is indicated that it is necessary to rely on the amount of working time spent per day, the volume of unfinished work processes, the amount of costs spent on storing products, the amount of costs spent on repairing equipment, and a number of other criteria. Any method is created on the basis of a certain theory and is manifested as a necessary condition for research. The effectiveness of each method is based on its deep content and essence, the fundamentality of the theory. In turn, the content of the method expands, that is, with the deepening and expansion of knowledge, the scope of the method also changes with its application in practice. One of the important laws of property pluralism in the development of products and improving their quality and efficiency in the conditions of market relations is the creation of a competitive environment, the formation of a sense of ownership in people, ownership of the product of labor, personal interest and its connection with the interests of the state. In the process of organizing labor, people's professional skills, knowledge, experience, skills and qualifications, labor culture, and creative approach to organizing labor have become criteria for showing people's attitude to labor and property.

Scientific sources emphasize that reducing the difference between the current labor efficiency indicator and the current labor efficiency indicator depends on a number of factors. These factors include the following:

- rational and productive use of the existing material and technical base and production capabilities, continuous diversification of production - as a result of which not only the volume and quality of product production increases, but also its types increase;
- introduction of innovations into production - as a result of which the introduction of new scientific developments into production is accelerated, the material and

technical capabilities of the facility are constantly improved, modern production technologies are mastered, these factors ultimately serve to increase labor efficiency;

- scientific and profitable organization of the production process - as a result of which it will be possible to produce more and more profitable products with minimal labor costs, identify new potential opportunities that pave the way for increasing labor efficiency;

- reduction of losses during working hours - as a result, there will be no excess and unnecessary, in the language of the enterprise, surplus goods, time spent on performing labor operations, performing work that does not affect the labor process, and actions that violate labor discipline will be saved, and this time can be directed to increasing labor productivity;

- increasing the education and skills of employees, as a result of which a certain proportion will be achieved between the qualifications of employees and the constantly expanding volume of professional knowledge, the increase of qualified employees will ultimately have a serious impact on the quality of work;

- improvement of working conditions - as a result of this, on the one hand, the possibilities of quality performance of labor functions will expand, and on the other hand, the employee will begin to be satisfied with his work, both situations will be reflected in labor productivity;

- introduction of a rational mode of work and rest - as a result of this, the health of employees will be preserved, the possibilities of full realization of their working abilities will be expanded, and the employee who has good health and clearly demonstrates his abilities will become a factor of increasing work efficiency;

- implementation of the system of fair remuneration for labor - as a result, the employee's interest in the product of his labor increases, he tends to perform his tasks with quality, to constantly improve them;

-improving the morale of the work team - as a result of this, healthy relationships are formed between team members, these relationships strengthen mutual understanding and goodwill, and in such conditions, the employee can perform his labor functions in detail and qualitatively;

In a society where the labor process is organized taking into account these factors, in enterprises and organizations Labor productivity gradually increases. Ignoring these factors and using repressive or voluntaristic methods instead leads to tragic consequences. This can be seen in the example of the Soviet experience, which became a thing of the past at the end of the last century. During the years of Soviet power, labor productivity for a long time was reduced by fear, It was provided through oppression and forced labor. In particular, the establishment of the Belomorkanal, the construction of the Baikal-Amur highway, the development of protected lands - a symbol of the efficiency of work carried out at the community level, and the completion of five-year plans in four or even three years - were presented as examples of the productivity of the enterprise. In fact, all of them were products of labor organized on the basis of the principle of compulsion. True, the Soviet government initially sought to organize these events on a voluntary basis. For example, on April 13, 1932, the government decree “On the construction of the Baikal-Amur Railway” was adopted and its implementation began. The decree provided for the involvement of citizens of the country in the construction in exchange for economic and financial incentives. However, the difficult working conditions in the taiga, the shortage of food products, and the lack of labor tools caused the labor force to flow to other areas. According to reports, when the BAM needed 12 thousand excavators, only 504 people worked, 50 people instead of 2389 drillers, and 498 people instead of 5101 carpenters. After that, the government decided to apply the principle of compulsion in the construction of the BAM and transferred it to the OGPU (State Department for State Security). The department immediately organized the Baikal-Amur camp and in a short time attracted 32,411

prisoners to the construction of the highway. Thus, “labor productivity” was ensured in the construction of the BAM.

An economy based on administrative-command did not allow enterprises to independently strengthen their material and technical base, diversify production, and introduce innovations into production. Their main task was limited to the full implementation of plans set from above. The production process was also organized without taking into account the specific characteristics of different regions. As a result, waste of working time became rampant. The lack of a fair system of remuneration for labor and the lack of encouragement for the creative activity of various team members further complicated the situation. As a result, the level of labor productivity in all enterprises and organizations has decreased.

To form new economic ideas in people, change their worldview, and give everyone the opportunity to independently determine the scope and forms of spending their labor.”