



## INDICATORS REPRESENTING THE LEVEL OF LABOR PRODUCTIVITY

**Khurramov Azizbek**

Assistant of the IAAF department,

International School of Finance and Technology, Tashkent region, Kibrai district, University street 2, Tashkent, 111200, Uzbekistan

**Djalilova Malika Shuxratovna**

Head of HR, International School of Finance and Technology, Tashkent region, Kibrai district, University street 2, Tashkent, 111200, Uzbekistan

**Abstract:** Labor 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 amount of services provided in relation to the labor costs, that is, by the product produced at the expense of the unit of labor costs. The level of development of society and well-being of all its members depends on the level of labor productivity and its growth. In addition, the level of labor productivity determines the method of production and even the social-political system itself.

**Keywords:** Labor efficiency, labor productivity, enterprise, social values.

### Introduction

The labor productivity indicator does not reflect all aspects of labor efficiency and effectiveness, for example, it does not take into account the quality of labor, and it does not express the need for rational use of labor resources. The concept of "labor productivity" is close to the concept of "labor productivity" in terms of its importance, but broader in terms of content. Labor efficiency represents the level of achieving high labor productivity with minimum labor costs. Labor efficiency, in contrast to labor productivity, expresses not only quantitative indicators of labor, but also qualitative results. Another important advantage of the labor efficiency indicator is that it reflects the saving of labor resources.

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 what labor costs are provided. Labor costs are measured by the number of employees and labor costs. Both can be measured by working time. Therefore, when analyzing labor efficiency, labor costs spent per unit of time are considered, while taking into account its structure.

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

- connection of enterprise work with social values;
- to the employee encouraging effect display :
- work of productivity common and private indicators one measure with measurement possibility ;

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- work quantity with quality between dependence .

I slab release improving to go and science and technology development work productivity increase main are conditions . New technology processes , materials and automation of means current to be done labor mechanization level to increase take will come . This indicator with the following formula to express can :

$$M_d = \frac{C_m}{C_y} \cdot 100\%$$

Here  $M_d$  is labor mechanization level , %;

$C_m$  - mechanized work employees the number

$S_u$  - of employees common average in the list the number

Mechanized work employees including own work machines and mechanisms using which performs people is entered.

### Materials and methods

Labor level of mechanization ( automation ) . increase materialized work share increased and live work to spend without multiplying standing up work productivity increase of possibilities proof will give .

Labor of productivity basis was of labor fertility power work of productivity exactly himself not : real work productivity again two important to the factor - live of labor the most important indicator was work intensity and the work from the nominal fund of the time also depends on use .

Labor speed ( intensity ) is live of labor seriousness or complexity level is work time unit inside a person nerve and muscle of power spending with is measured . It's human to the organism negative effect does not show momentum social normal momentum is spent power eating , resting and emotional relief at the expense of complete will be restored .

Labor productivity work speed with one in line the work time from the fund use level is also related to work time use processed of time , that's it including internal shift rest separated in order put a break of time this affairs type for specified nominal time to the fund ( work of the day the work week , month and of the year hour in the account to the amount ) ratio as is determined . This of indicators index connection the following formula with is represented by :

$$I_{my} = I_{myk} I_{mu} I_{ue\phi}$$

This on the ground  $I_{my} = I_{myk} I_{mu} I_{ue\phi}$  - labor productivity according to respectively work productivity power , work speed and the work from time use indexes .

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If technique , technology level shift 200 units during product work release enable gave is labor speed and the work from time use indexes belongs to from 0.95 and 0.9 , respectively consists of if , then real work productivity is not 200 , but 171 units (200. 0.95.0.9) is enough.

The concept of " productivity " . of the product each how of expenses type or all types ratio sure in indicators to express for is used . Statistics in a sense fertility when it is said , work release of the results use factors expenses ratio understood , it is different by doing in other words , the cost unit right coming work issued product is the size . That's it according to work release the result his all to measure possible was factors to the set relatively or separately group to factors relatively count can

So factors including the following includes : 1) spent work release of factors quantity and quality ( consumption effect ); 2) spent factors of amounts use level ( use effect ); 3) work release factors combinations amount ( substitution effect ); 4) technique development ( technology effect ); 5) work release process organize be done ( degree effect ); 6) separately processes of sectors or expenses or of the product common in the amount participation reach ( content effect ); 7) separately sectors and processes between mutual connections level and content ( mutual relationship effect )

The problem of measuring labor productivity is somewhat more complicated than determining the essence of this economic category. In practice, various methods are used to measure the growth of labor productivity and production. The use of one or another method depends, firstly, on the level of measurement of labor productivity, and secondly, on what task is faced by the economic service that performs the calculation.

Another common method of measuring labor productivity is the labor method.

When measuring labor productivity by the labor method, the normative time for the production of a product unit or the sale of a product unit is used:

U<sub>m</sub> = volume of product per unit of working time / actual working time

Here U<sub>m</sub> is the labor productivity measured by the labor method.

The advantage of the labor method is that it can be applied to all types of work and services. However, the widespread use of this method requires time regulations for each type of work, which are not always available. This method cannot be used to calculate the labor productivity of working employees, because time standards are not applied to them.

The labor method of productivity measurement also has a number of shortcomings (norms are not sufficiently substantiated, they are not equally serious, they are often revised, etc.), which does not allow an objective assessment of the level and growth of labor productivity even in some workplaces and teams. .

Labor productivity is affected by labor intensity. Employment is an indicator that reflects live labor costs, expressed in working hours, production of products (services). Labor is usually measured in standard hours (actual hours), which is the time spent completing a unit of work. This indicator is the opposite of the labor productivity indicator and is calculated according to the following formula:

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$$C = \frac{I_v}{I_m},$$

Here S is hard work ;

$I_v$  - work time

$I_m$  - production issued product amount

Enterprises and their big divisions at the same level people farm in networks that it was as , produced release and work productivity volumes to measure for basically value method app will be done . Value method is a universal method is the product all types and volumes , works and services are the only money indicators was in soums is represented by , it is volume indicators belongs to wholesale to prices increase with is determined .

Labor productivity to measure methods each all three are their own advantages with one in line different to shortcomings have See them in Table 1 can :

**Table 1**

**Labor productivity to measure methods**

Natural method	<p>The same kind products work on the way out work release process productivity in expression is used</p> <p>The advantage is a convenient , understandable product work release of the process features reflection makes</p> <p>The disadvantage is wide scale apply possible not because many of the economy networks , mostly enterprises only one different product work to issue not specialized</p>
Value method	<p>Neighbor didn't happen products work release efficiency to express from the indicators one is in the unit of value ( money ) . is measured .</p> <p>The advantage is labor productivity networks according to , various products work issuer in the rooms to measure enable will give .</p> <p>The disadvantage is inflation processes sure account if not received , received indicator approximate to the result have will be produce in release internal , structural quality changes sure reflection ca n't</p>
Labor method	<p>( in normal hours expressed ) developed issued of the product to him gone real time at the expense of relatively consists of is a product work to issue gone work spend productivity point of view in terms of assessment enable means</p>

	<p>The advantage is the economy all in the fields use can compare very ok</p> <p>The disadvantage is that method work productivity to measure very difficult and a lot time , cost Demand doer to measure and account their work Demand does</p>
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Labor productivity value of measurement method different occupation and to qualification have was of employees work productivity , for example , confectioner and baker's , plumber and of the driver work productivity comparison enable will give . However this method seemingly universal method to be despite , one how much it also has disadvantages . In particular to him price factor , that is market conjunction and inflation more effect shows . Labor productivity of material capacity in measurement change work being released of the product volume to the indicator and product work release to the norm negative effect to show I'm done to give for addition measure methods used : conditional pure , normative pure product according to and processing in giving normative value methods app will be done . These methods application of material capacity changes negative of influence complete or partially I'm done will find. So despite their each one own to the disadvantage have to be true of them any market economy requirements complete answer don't give y said.

Labor productivity value method determination for used conditional pure product in the indicator gross product from the value raw material , component materials , energy , fuel and etc done directly expenses minus thrown away With that together this from the indicator the work right , main of funds wear and tear and benefit not deductible . Here material expenses change I'm done will be found , but of benefit weight and of depreciation weight increases . Theirs change while product work release volume and work productivity indicators somewhat falsification can

Labor productivity in determining used pure product in the indicator gross product from the value all material expenses , that's it including depreciation excluding deductions to throw the way with counting will be released . Expenses and work fertility in the calculation previous work expenses counterfeiter effect full I'm done will be found , but of profit weight serious respectively increases . That's why for different product of kinds differently benefit to give conditions exactly benefit pure product and work productivity indicators in forgery main role plays . To say that it's enough , it's useful diversity our country people farm for special is , o councils rule during centralized planning within developed came was It's a benefit and of value average norm according to there is was to Eq action don't do was Many foreign countries received benefit level important differences absence because of pure product method product volumes and work productivity determination for I'm fine they consider it acceptable .

Material - technique factors effect as a result work productivity increases and of the product industriousness level (t) decreases . Industriousness level indicator according to work of productivity growth the following formulas with defined as :

$$M_y = \frac{M_{cm} \times 100}{100 - M_{cm}} \quad \text{OR} \quad M_y = \frac{M_{cm} \times 100}{C_{\bar{m}} - M_{cm}}$$

Here  $M_y$  - labor of productivity increase , %;

$M_{cd}$  - product unit industriousness level decrease , %;

$C_{cd}$  - the event current from doing before product unity for necessary will be initial industriousness level

Labor of productivity to growth circle organizational in factors enterprises , networks and in general , people farm level work release organize reach enters In particular , enterprises our country regions according to Placement and country inside and outside countries transport connections with to the road to put enterprises specialization and their later on cooperation ; material technology , energy supply , repair service display and big important has Enterprises inside work release organize of reaching to improve circle important tasks are : planning quality increase work release organizational and technical in terms of preparation organize reach new technique and technology own on time current to do work standing equipment modernization ; machines , mechanisms , equipment , apparatus current and capital repair supply achievement as well as enterprise inside material and technology supply right organize to achieve.

### Conclusion

All organizational factors each other with strong connected to be and work release , labor and management organize a single system of harvest does Of them complete not to use , different organizational of shortcomings there is to be basically the work from time in use own effect shows . Working hours void spend to be work and work release organize in reaching disadvantages consequence is labor productivity reduces , work time void spend to be shorten while work of productivity increase provides .

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