

ANALYSIS OF FACTORS AFFECTING LABOR EFFICIENCY IN INDUSTRIAL ENTERPRISES AND THEIR INDICATORS

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Abstract: In this article theoretical are analyzed the essence and a method of definition parameters of efficiency of labour.

Key words: efficiency of labour, productivity of labour, quality of labour, potential, labour discipline, workability, wage.

At first the concept «efficiency» has appeared in the works of one of the founders of classical politeconomy - William Petty and the member of school physiocrates Francois Quesnay. However they used this term in value of productivity, using it for an estimation of those or other governmental or private measures depending on that they whether or not promoted revival of an economic life. Later in David Ricardo works again there is a concept «efficiency» which already gets the specific value being important from the point of view of the economy and is considered as the attitude of result to the certain kind of expenses. Since this moment efficiency has got the status of an economic category and which consider the given concept from the various sides.

So, Makkonell K.R. and Bryu S.L. determine efficiency, as the general basis, the central part of economy. The economic science, in their opinion, «...is a science about efficiency»[1, p. 944].

V.V.Novozhilov is entered the following understanding of efficiency: «Efficiency in general is the attitude of useful effect (result) to expenses for its reception. Parameters of efficiency are frequently expressed in the return form, i.e. as the attitude of expenses to effect»[2]. Novozhilov considered, that «... the most effective variant of manufacture of any product is not that variant which demands the least expenses of manufacture of this product, and such variant which corresponds to the general minimum of expenses»[2].

In work L.M.Chistov, from our point of view, the concept «efficiency» as Novozhilov is specified, namely: efficiency is meant «concentration of useful properties as made production counting upon unit of used resources in unit of time» [3, p. 375]. Thus the author describes some parameters of efficiency reflecting same: asset turnover; intensity of functioning of social and economic system, quality of set of used resources; density of a stream of production made in social and economic systems counting upon unit of used resources. Under asset turnover in the work the parameter, «estimated is meant by division of value ... used capacity of set of used resources on value ... mid-annual cost of used resources in their set» [3].

Modern western authors D.L.Gibson, D.Ivantsevich and D.H.Donnelli consider concept «efficiency» of three aspects: 1) efficiency as a degree of achievement of the purposes of the organization; 2) efficiency as a degree of the coordination of interests; 3) efficiency as a degree of flexibility, survival rate, adaptation to an environment [4, p. 662]. The American economists enter some terms, designating efficiency: 1) efficiency - means profitability, he enters D.Sink for definition of a ratio of necessary and actual charges of resources; 2) effectiveness - means a degree of achievement of the purposes of system concerning quality of production and performance of the plan

(D.Sink); 3) productivity - (a ratio of volume of a product with corresponding expenses of resources); 4) profitability; 5) innovation; 6) quality of work life[5, p. 3]. Collins Dictionary determines efficiency as the attitude between expenses of rare factors and release of the goods and services. In the same place allocate technological efficiency (where the attitude between rare factors and release of the goods and services is expressed in physical expression) and economic (the attitude is expressed in cost expression). The dictionary also enters concept X-inefficiency - «break between actual and maximum achievable results of manufacture[5, p. 4].

The concept «efficiency» with reference to manufacture and labor activity is frequently defined as a ratio between expenses and results. It elucidates us that the given definition reflects a private case of efficiency, which is one of its possible expressions. Optimization of a ratio between expenses and results acts as a criterion of economic efficiency of manufacture. If we mean production efficiency as a whole in combination with its economic and social sides, in our opinion, definition of efficiency is more preferable as degrees of achievement of the purpose and set of the purposes. Such approach is applied at an estimation of technical and economic development of a society, as reflected in corresponding with methodical development. However, it possesses certain limitation, if there is a necessity to measure in a more common language in regard with social and economic value of processes. First of all, it is represented that comparison of results and expenses should precede the understanding the importance of the fact about achieving certain results answering to the purposes of public progress. It is also important to take into account the time necessary to achieve the purpose.

Thus, criteria of efficiency of labor, manufacture, management, scientific and technical progress should be counted as a degree of achievement of the certain economic and social purposes. Accordingly, efficiency should be examined from two sides - economic and social. In addition to the aforementioned, we should consider to note that it is impossible to reduce economic efficiency to a ratio between expenses and results. On the other hand, the decision of the certain social tasks requires an estimation of expenses necessary for it. Therefore, efficiency is defined as a common and a whole: 1). a degree of the solutions to the certain economic and social tasks, achievements of the certain economic and social purposes; 2). a ratio between expenses for achievement of the set purposes and the received results.

The second reflects a «price» of achievement of those or other purposes, economic and social. The estimation of efficiency from a position «expenses – results» represents the greatest complexity and can not always be accepted.

As a general parameter of efficiency of labor appears, first of all, parameter of productivity of labor. The given parameter is treated differently. So, for example, L.A.Kostin distinguishes concepts «efficiency of labor» and «efficiency of production», thus he marks that economic efficiency of labor characterizes the relation of the received result to the expenses of labor and economic efficiency of production - to all kinds of expenses, including material and financial[6, p. 15]. As the major parameter of efficiency of labor, the given author considers productivity of labor, thus connecting it only with expenses of live labor.

Other authors, for example, Yu.G.Odegov [7, p. 924], distinguish productivity of an individual with public labor. The first is connected with expenses of live labor and the second - with expenses live and realification of labor. More definite approach is stated in the book of K.H.Abdurahmanov «Economy of labor» [8, p. 373]. K.H.Abdurahmanov connects distinctions between individual and public productivity of labor with a level of public division of labor. He considers individual productivity of labor corresponding with individual resolving labor and public productivity of labor - to the area of the common and private division of labor. The author suggests dividing individual and the public productivity into two kinds: productivity of live and cumulative (alive and realification) labor.

In practice individual and public productivity of labor are connected mainly with expenses of

35	ISSN 2277-3630 (online), Published by International journal of Social Sciences & Interdisciplinary Research., under Volume: 12 Issue: 07 in July-2023 https://www.gejournal.net/index.php/IJSSIR
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live labor and estimated in relation to numerosity occupied (at the enterprise or in a national economy as a whole). From the point of view of accounting social factors, such approach estimating productivity of labor is, probably, more preferable.

The analysis of productivity of labor or other reflecting parameters does not exhaust the problem about researching social factors for efficiency of labor. The concept of «efficiency of labor» is wider in comparison with the concept of «productivity of labor». First, the concept «efficiency of labor» reflects efficiency of labor in all spheres and branches of manufacture, whereas productivity of labor characterizes productivity of labor in sphere of production of goods. Besides, efficiency of labor is estimated by much wider system of the essentially different parameters depending on a level of economy (workplace, the enterprise, branch, national economy as a whole), among which productivity of labor though concern to number of the most significant, but it is not the only thing. So, for example, at a level of workplace besides the level of performance norm of manufacture as parameters of efficiency of labor can appear: quality of work, observance of terms of execution, ensuring trouble - free operation, observing the normative technological operating modes of the equipment and others.

The role of a parameter productivity of labor in researching social factors is twofold. First, the parameter productivity of labor represents itself as one of the parameters of efficiency of labor, with the help of the estimated measure of influence of this or that factor is. Second, the parameter productivity of labor is a basis for calculation of economic efficiency of enclosure in social factors from the position of «expenses – results» [9, p. 104]. Its complexity is caused by the absence of enough proven techniques, allowing with necessary accuracy to estimate a measure of influence of this or that factor on growth productivity of labor.

The system of criteria and parameters of efficiency of labor should differ depending on a level of research, as for each level is peculiar to the special system of the purposes. So, the criteria - purposes of efficiency of labor can be submitted in the following kind: 1. growth of manufacture of material benefits and services, improvement of their quality and assortment at reduction of expense labor unit manufacture; 2. improvement of hygienic labor conditions; 3. rational use and development of labor potential of a society; 4. overcoming social heterogeneity of labor.

The first of these criteria reflects economic efficiency of labor, the other three - its social efficiency. Division of efficiency of labor into economic and social is derived from the circumstance that the result of labor is both creation of a product and reproduction of the worker, the subject of labor. The last also makes a sense of social efficiency of labor. As our task is to show the role of a person in the development of manufacture and value of social reserves of economic growth, the social effect is also considered by us not in itself and in its return influence on economic effect. Thus a link between social and economic effect is the labor potential, as the reproduction and development process of labor activity of the worker (that is social effect of his labor) further becomes the factor of economic efficiency of his labor.

Thus, both kinds of efficiency possess internal unity, have the common character. Economically and socially effective is, in the final account, labor activity, which provides full usage, development and reproduction of potential labor of workers and their groups. Distinction between two kinds of efficiency will be, that in one case development of labor potential acts as the factor, and in the other case - as a result of labor, its effect.

As the task of the present research - to consider various factors working on increase of efficiency of labor so for example social, technic-technological, economic and organizational factors, it is more to consider social factors.

Passing to consideration of the factors promoting increase of efficiency of labor, it is necessary to enter precise differentiation concept «factor».

The factor in a broad sense - the reason, the driving force of any process determining its

36	ISSN 2277-3630 (online), Published by International Journal of Social Sciences & Interdisciplinary Research., under Volume: 12 Issue: 07 in July-2023 https://www.gejournal.net/index.php/IJSSIR
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character or its separate features. In productive and economic practice changes as factors it is necessary to understand the objective causal phenomena and processes under which influence the degree of efficiency production. Distinctive feature of factors is the continuity of their action in space and in time. They are actual always and for any investigated subject irrespective of a level: economic, branch, a level of the enterprise, a workplace.

It is necessary to distinguish reserves of growth of efficiency of labor, which also can cause increase of feedback from labor from factors. Reserves create an opportunity of more full use of factors [10, p. 156]. As against factors reserves are not constant and can be exhausted (for example, are eliminated losses working hours) and the further growth of efficiency of labor for the given reason will be not possible. As the conditions promoting growth of efficiency of labor, reserves can be found not on any subject. For example, to one enterprises and branches superfluous employment can be peculiar, on others number of the personnel can be optimized.

The researchers approach to the social factors from different point of view. So, for example, L.A.Kostin marks such factors, as an increase of an educational, cultural - technical and professional level of the staff, perfection of forms material and moral incentive, an attitude in collective, a labor discipline, development of socialist competition [6, p. 255].

However if transfer of all probable social factors, in our opinion, - not the best way of their classification for always there is a clearness to miss any important factor, to concentrate attention on the minor moments. Precise definition of essence of social factors which would become a basis for their classification is necessary. Thus it is important to emphasize, that rigid differentiation between social and other factors of efficiency of labor is not always justified, for any factor can act to some extent as social.

For example, the technic-technology factor influences efficiency of labor as directly - through a technological level of means, subjects of labor and the technologies of manufactures, and mediated - through the contents and working conditions. In the second case it indirectly represents itself as a social factor. Distinctions in the contents of labor generate distinctions in qualification of workers, concerning them to labor, in a level of labor activity. Perfection of the contents of labor, improvement of conditions of its course facilitates labor of the person, creates for it emotional and intellectual stimulus, increases thus its industrial feedback and satisfaction labor, promotes development of its person.

The organizational - administrative factor (forms of division and labor co-operation, the organization of workplaces, rhythm of manufacture) influences efficiency of labor directly through use working hours and a labor. On the other hand, the level of the organization of labor and manufacture appears also the important social factor as it determines conditions and a mode of labor - its intensity during the different periods of time, uniformity of labor loading, actual duration of the working day and week (in view of overtime works), that is reflected in serviceability of the person, a degree of its exhaustion, on its attitude to labor, observance of labor and technological discipline.

Such economic factor as the system of material stimulation, acts and as a social factor. The fair payment which is taking into account the real contribution of the worker, allowing to provide satisfaction of his needs at a level of developed social norms, serves as effective stimulus to labor, generates a habit to work honestly and with full feedback.

Thus, there is a necessity of precise definition of essence of social factors of efficiency of labor which, on the one hand, would not carry out sharp borders between social and other factors of efficiency of labor, and on the other hand, would allow to reflect distinctive features and to capture the basic properties of research.

The name - social factors, - speaks that the subject of consideration is the person and his functioning on manufacture. Therefore as factors of efficiency of labor it is necessary to consider, first of all, characteristics of the subject of labor, his labor potential.

The concept «labor potential» is rather new in relation to such categories, as «manpower», «labor resource». In the economic literature the labor potential is considered in a narrow and wide spectrum of opinions. In a narrow spectrum «potential of the worker»[11, p. 64], «...ability of the worker to perform physical and intellectual work»[12], in a wide spectrum is considered by Abdurahmanov K.H. «...the generalizing characteristic of a measure and quality of cumulative abilities to labor of able-bodied population, to participation in public useful activity»[13, p. 228].

We believe, that the given concept can be used and in a more comprehensive sense - for reflection of all set of properties of the worker influencing his manufacturing feedback. It is represented, that in the concept «labor potential» of the worker is expedient to include three interconnected components:

- psychophysiological potential - abilities and propensities, health, serviceability, endurance, type of nervous system, etc.;
- qualifying potential - volume of the general and special knowledge, labor skills, causing ability to labor of certain quality;
- personal potential - a level of civil consciousness, the attitude to labor, valuable orientations, needs and inquiries in sphere of labor, the position of citizenship, reasonably to accept correct and necessary decision-making, organizational, the creative approach.

Between components of labor potential there is an interrelation and interdependence. So, for example, high qualification of the worker influences his personal potential, the attitude to labor, the responsibility and conscientiousness in labor. On the other hand, the positive attitude to labor renders return influence on qualifying potential, stimulates aspiration of the worker to growth of the qualification, mastering by secrets of skill, the advanced methods of labor as well.

The labor potential of the worker is in constant change, development. The size, a degree of development of labor potential of the worker represents itself as the major social factor of efficiency of his labor. However the labor potential of the worker even rather advanced, is not still a guarantee of effective labor.

Much depends on that, as well as in what measure it is used on manufacture. The above the degree of use of knowledge, skills, abilities and propensities of the person, probably, is more and its industrial feedback. Presence of conditions for realization of personal potential of the worker, satisfaction of his social needs also is positively reflected in efficiency of labor. The degree, uses of health and endurance of the worker has the physiological limits which excess has an adverse effect on efficiency of labor. Thus, efficiency is determined not only labor potential of the worker, but also conditions of his use, that is the above technic-technological, organizational - administrative and other external, objective factors which in this case represent itself as social. And, at last, the necessary moment of effective functioning of labor potential of workers is his constant reproduction.

So, social factors of efficiency of labor are the factors determining labor potential of workers and their groups, conditions of its formation, use and reproduction. Thus the main role belongs to objective circumstances of industrial activity of people for size of labor potential, conditions of its formation and use are caused, first of all, needs of a social production for a labor of the certain quantity and quality.

Formation, use, development and reproduction of labor potential is carried out in different spheres, during activity of various social institutes. One of the major is the institute of production of goods. Use and development of labor potential during labor activity of people acts simultaneously and as its reproduction. Other important social institutions are: family, an education system and professional trainings. Reproduction of labor potential the social institutions created for satisfaction material and spiritual needs of people - provide also establishments of trade, consumer services, public health services, sports and culture.

Thus, all process of functioning of social institutes of a society represents itself as a social factor of efficiency of labor. Efficiency of activity of social institutes is determined, first, by properties of the given public system as a whole, second, a qualitative level and a coordination of development of separate social institutes of a society and their subsystems.

As the general factors here act: the state system of an education and professional trainings in working, the organization of management by a manpower, presence or absence of unemployment. The important factor determining size of qualifying potential of the population, the level of economic development of the country.

Psychophysical potential of a manpower, his reproduction depends on the general level of economic development of the country, determining a way of life of the population, a condition of consumer services, public health services, education, duration of the working day, etc.

Specific factors of efficiency of labor represent forms of display of the general factors in concrete conditions, in different subsystems and cells of a society. Rather a challenge is classification of specific social factors.

As represented to us, that last classification of attribute should be considered as primary, initial at a grouping social factors. According to it we count expedient allocation on this basis of the factors working at a level of a national economy as a whole, at a level of a territorial generality, branch, the enterprise or its division, and the factors working at a level of a workplace.

Such approach allows to separate, first, from each other factors of efficiency of public, collective and individual labor. Secondly, allocation of levels of action of social factors allows to determine the basic types of research works in the given area, having the special purposes, tasks, special methodological and methodical principles of the analysis, the system of parameters of efficiency of labor, the sources of the information, methods of gathering and the analysis of the data.

As the second classification of attribute we believe that lawful use of concept «labor potential» is in the structure of three components. According to this it is possible to allocate: psychophysiological potential, qualifying potential and personal potential.

Thus, we offer a bidimensional principle of classification of social factors of efficiency of labor. We shall consider the basic groups of social factors of efficiency of labor depending on a level of action (*Figure 1*).

Level of action of factors	Names of factors
National economy	<ul style="list-style-type: none"> - The labor legislation; - Normative legal acts regulating labor attitudes.
Territorial	<ul style="list-style-type: none"> - Coverage a manpower; - A level of development of a social infrastructure; - The organization of preparation and improvement of professional skill of the staff.
Branch	<ul style="list-style-type: none"> - Introduction of modern technologies.
The enterprise	<ul style="list-style-type: none"> - Participation of workers in production management; - Development of the organization of labor; - Social - psychological climate; - System of material stimulation of labor; - Improvement of working conditions; - Improvement of professional skill, promotion, selection

	and placement of personnel; - Strengthening of a labor discipline; - Level of the organization of labor, rhythm of manufacture; - Control system and qualities; - Partner attitudes between administration and workers; - Development of a social infrastructure (conditions of life of labor, a condition of health services, etc.).
Workplace	- Personal labor potential of the worker; - The organization of a workplace.

Figure 1: Grouping of social factors of efficiency of labor

The system of the social factors working at an national economy level, covers, first of all, laws and other statutory acts regulating labor activity and labor attitudes in a society.

Normative legal acts are the rule due always contains norm of participants of joint labor. This norm is designed for numerous application and on a uncertain circle of persons which appear subjects of adjustable social - labor attitudes. Normative legal acts are regulating labor attitudes of the Republic of Uzbekistan «The Constitution Republic of Uzbekistan»[14], «Labor Code» of the Republic of Uzbekistan[15], Laws «About employment of the population»[16], «About a labor safety»[17], «About health protection of citizens»[18], «About sanitary and epidemiologic well-being of the population»[19], The Decision of Cabinet minister of the Republic of Uzbekistan «About the further perfection of measures on a labor safety of workers»[20] and others are the decision and orders[21] are applied.

Studying of the social factors of working at a level of a territorial generality (region) assumes research of problems of maintenance labor to resources of a national economy of given territorial unit, their rational use in scale of region.

The account of social factors at a branch level will consist, as it is represented, in an estimation of social efficiency of new technics and technology (technics - technological progress). Technics - technological progress in all forms of its display rendered the strongest complex factor on influence on growth of efficiency of labor. First, this decrease confirms in dependence of human activity from conditions of the nature. It is expressed, in particular, that the possession of region, the states sufficient natural resources is not a pledge of economic prosperity that confirms an example of economic rise of the countries which are not having minerals, for example: South Korea, Singapore, Japan.

Technics - technological progress operates through other relationships of cause and effect between conditions and results of a social production. Influence of technics - technological progress on efficiency of labor develops doubly: 1) through means of perfection and subjects of labor, technology, as way of connection of means of labor and manpower; 2) through change of character of labor.

From all components of technics - technological progress energy - one of the major component. Replacement of the limited to physiological opportunities motive force of the person or practically unlimited natural stocks of energy has allowed the person to receive animals at the equal charge of efforts in ten times more a product. In it the economic sense of mechanization will consist. Therefore Academician S.G.Strumilin has named power (energy) an important factors «in competition for the highest labor productivity level» [22, p. 52].

But new technologies are capable of to bring the greatest effect only when they cover not any part of technological process, and all process of manufacture of a product with all auxiliary and

servicing operations. The increase in cumulative effect is impossible only due to growth of technical efficiency without qualitative changes in labor at other stages of reproduction. Therefore at planning the technological innovations directed on increase of efficiency of labor, it is necessary to take into account a principle priority organizational factors before scientific and technical.

The system of the social factors working at a level of the enterprise, its division, includes those elements of economic and social management which influence use, development and reproduction of labor potential of workers of the enterprise. So, for example, use psychophysiological potential of workers depends on such factors, as «improvement of working conditions», «level of the organization of labor, rhythm of manufacture», «development of a social infrastructure». Development of qualifying potential of a labor is determined by the factor «improvement of professional skill, promotion, selection and placement of personnel». Such factors as «participation of workers in production management», «strengthening of a labor discipline», «partner attitudes between administration and workers», «development of the organization of labor», «social - psychological climate», «system of material stimulation of labor» influence mainly the attitude of workers to labor, personal potential, labor activity, satisfaction of labor. The factor «control system and qualities» influences completeness and character of use of all set of factors of efficiency of labor, both social, and technic-technological, organizational - economic.

We determine a workplace as a position in the system of a national economy in which there is a connection of a manpower by means of manufacture, inclusion of the worker in production.

At a level of a workplace directly show the action of the characteristic of the subject of labor, his labor potential is realized, therefore at definition of factors of efficiency of individual labor it is necessary to allocate, first, set of characteristics of the subject of the labor, determining size of labor potential of the worker in a cut of three components (psychophysiological, qualifying and personal), second, to allocate set of circumstances of labor activity (on a workplace) which influence use and development of labor potential (Figure 2).

Labor potential of the worker	Parameters of social efficiency of labor
Psychophysiological potential	<ul style="list-style-type: none"> - Working conditions (sanitary-hygienic positions); - Intensity of labor; - The organization of a workplace.
Qualified potential	<ul style="list-style-type: none"> - A level of complexity of labor; - Education; - The experience of labor; - Special preparation (qualification).
Personal potential	<ul style="list-style-type: none"> - Satisfaction of labor; - Creative opportunities; - The attitude(relation) to labor - valuable orientations.

Figure 2: Grouping of social factors of efficiency of labor

Influence on psychophysiological properties of workers (ability, propensities, type of nervous system, etc.) is considered in works on psychophysiology of labor[23, p. 239]. Value of working conditions as a factor of efficiency of labor usually is connected that they determine a degree of consumption, with expenditures in labor of nervous and physical energy of the worker. Adverse

working conditions are physiological restrictive efficiency of labor - reduce rate and quality of work, result in overfatigue, infringements of a labor discipline.

The qualifying potential is volume of qualifying characteristics of the worker (specialization, education, improvement of professional skill, a level of preparation, experience, knowledge), determining a degree of his professional readiness to qualitative performance of labor operation. Efficient ability of labor to improve quality of work, first of all are connected skills, training and additional opportunities of the worker. Nevertheless, these opportunities are more limited, because it is required more additional time and money resources (the investment on «the human capital»[24, p. 690]).

Among the factors influencing use and development of personal potential, special value is given to the contents and character of labor. Usual influence of the contents of labor is treated from the point of view of that what opportunities labor gives for creativity. Substantial, creative activity is considered as psychological stimulus of the positive attitude to labor and high industrial feedback.

Thus, practically all social factors of efficiency of the labor, working at a level of a workplace, to some extent influences change of efficiency of labor. Statement of a problem of the importance of factors has the features for different levels of research. At a level of a workplace the subordination of factors of efficiency of labor has the objective independent character of consciousness and activity of people. There are deep, steady and natural connections between concrete factors and results of labor which can be estimated unequivocally enough and to choose on their basis the limited set of the most significant factors.

As against it, the social factors working at a level of the enterprise, labor collective, represent elements of conscious activity of people. By virtue of it factors of the given group can be both significant, and little significant depending on as far as, effective activity of people on use of this or that factor in concrete industrial conditions. Definition of the importance for considered group of factors will consist, apparently, not in selection of them is the most significant, and in definition of conditions at which the given factor becomes significant, that is can bring appreciable economic benefit. Speech can go, for example, participations of workers in production management, definition of rational ways of management by a social - psychological climate, etc. Represented, that an important moment of productivity of research of social factors of the given level is the all-round analysis of the factors working at a level of a workplace.

Considerations of efficiency of labor on a workplace, it is expedient to us to use such parameters of economic efficiency which open a degree of achievement of the purposes or results of labor of the separate worker: manufacture in natural expression or a level of performance standards (or production targets), quality of production or work, economy of materials, a degree of the savings of technics, etc.

For the account of social efficiency of labor of workers, we believe that it is expedient to use the parameters reflecting a measure of use and development of potential labor of the worker in all three components (*Figure 3*).

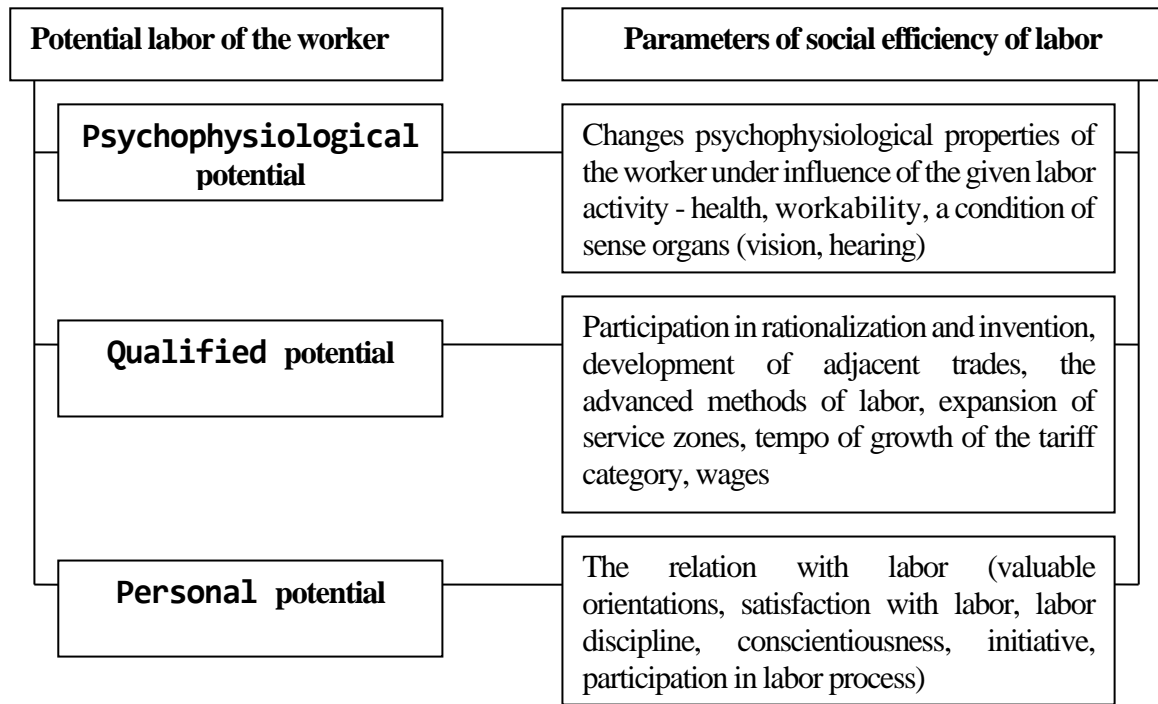


Figure 3: Parameters of social labor efficiency on a workplace level

In the parameters on figure 3, development of qualified potential and personal potential possess the certain unity - they reflect a degree of activity of the worker in labor. We connect the necessity of their differentiation that parameters of development of qualified potential have rather rigid connections with a qualification level of workers, which reflects labor activity of their most qualified part. At the same time parameters of development of personal potential reflect on activity of the workers possessing different qualification.

The question about parameters of development of personal potential demands on special consideration. It is known that studying social factors of efficiency of labor was, for a long time, carried out within the framework of research with relation to labor, which was their compound part, therefore, in the sociological literature of these concepts practically are not divided and opened at an empirical level with the help of the same parameters - performance of norms, quality of labor, participation in rationalization and invention [25, p. 172]. However these concepts are not identical to each other. First of all, they cannot be considered as parameters in relation to labor parameters of economic efficiency of labor. We believe that parameters in relation to labor coincide with parameters of social efficiency of labor in that part which concerns development of personal potential.

From our point of view of parameters of the relation to labor, those real displays of people which reflect social effect of labor in its part which are connected with personal potential. Thus, it is possible to relate labor discipline, conscientiousness, responsibility, initiative, participation in socialist competition, in labor process. Parameters of participation in rationalization and invention, expansions of zones of service cannot, in our opinion, unequivocally be treated as parameters of the relation to labor, as determinative factors in this case represent development of qualified potential of workers.

Use of this or that system of parameters in relation to labor depends on from what point of view relation to labor is considered - as a social factor of efficiency of labor or as its social effect. If we study influence in relation to labor on efficiency of labor, that is, to consider the relation at labor

as the factor of efficiency of labor, it is expedient, apparently, to be limited parameters of valuable orientations and satisfactions with labor.

Valuable orientations of the worker represent a basis, on which its relation to labor is formed in general and in the given concrete manufacturing situation. Research of valuable orientations assumes studying a ratio between various components in relation to labor, that is definitions of the importance of separate groups of workers of those or other motives of labor activity. As the main making motives follows, in our opinion, to consider: 1) the relation to labor as to sphere of the appendix of abilities - interest in the contents of labor, opportunities of creativity, initiatives; 2) interest as a result of labor; 3) the relation to labor as to means of a life; 4) the relation to labor as to sphere of ability to live - social and economic needs (material interest), norms in the field of hygienic conditions, regime and the organization of labor.

All listed relations to labor are significant, therefore, to estimate character of labor motivation the matters are not of absolute importance to this or that motive, a ratio between separate elements of labor motivation, its structure.

Material interest of the worker in the labor in modern conditions get special value. Increase of a material interest in labor collectives and separate workers - the important lever of growth of efficiency of labor and efficiency of production.

The recognition of a role of a material interest contains in the works of K.H.Abdurahmanov, G.E.Slezinger. Labor should satisfy human needs not only by the creation of consumer cost, but also for the founder - to compensate labor, which should provide reproduction of the spent worker force. In this the fundamental importance of the material compensation is an absolute connection, acting more often in the form payment wage, as the factor for coefficient labor [26, p. 237], [27, p. 336].

The above - considered elements of the relation to labor reflect a system of basic needs of the person in sphere of labor. The degree of satisfaction of these needs for a concrete manufacturing situation causes a level of satisfaction labor. The common satisfaction labor and separate satisfaction with elements of an manufacturing situation are distinguished - the contents of labor, material stimulation, regime and conditions to labor. The analysis of satisfaction labor covers, as a rule, two groups of problems. The first group will consist the definition of communication between satisfaction and efficiency of labor. The second group is directed to study factors for satisfaction with labor.

As a task of the present article - allocation of the most significant social factors for labor efficiency, it is necessary to define a place and a role, on the one hand, the factors reflecting qualified potential of working, on the other hand, - the above - mentioned elements of the relation to labor and their influence on efficiency of labor.

The result of the theoretical analysis of the research consists of the assumption of higher importance of qualifying factors and labor conditions in comparison with other factors at a level of a workplace. Qualifying factors can be divided into three parts:

1. qualifying labor is the important factor of labor efficiency of workers, in relation to the value of labor conditions;
2. qualifying labor is the factor, more significant in comparison with the contents of labor, its creative opportunities;
3. the factors, reflecting qualified potential of workers, are more significant from the point of view of labor efficiency, rather than valuable orientations and satisfaction of workers with the labor.

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