

Ways of Using Industrial Enterprises' Labor Potential

I. M. Sirojiddinova

*Andijan Machine-Building Institute, Head of the Department of Humanities,
Candidate of Pedagogical Sciences, Associate Professor*

G'.Sh. Jorayev

Andijan machine-building institute, master's student

Abstract: Improving the quality of labor potential at industrial enterprises is an important issue, especially in the post-pandemic period and due to the introduction of digital technologies. The article analyzes the management of the labor potential of industrial enterprises. Its major aim is to develop an algorithm for monitoring the assessment of labor resources as a mechanism for managing the labor potential of industrial enterprises. Data of a local enterprise JSC “Uz auto sanoat” for 2019–2022 (the enterprise) were used as the object of labor potential study. The main provisions of the labor resource management theory are considered. The goals and objectives of the modern labor resources management system for large industrial machine-building enterprises of Uzbekistan are determined.

Keywords: labor potential, personnel management, labor resources, labor remuneration, movement of labor resources, human capital.

As a result of studying my scientific work, I studied many scientific workers and as a result of the analysis, I put them in an Excel table. For example, over the years, who and in which countries scientific work has been carried out, in which countries have been studied more and so on.

Researchers' interest in the problems of this field can be explained by the need for ways of using industrial enterprises' labor potential due to the increasing demand for labor potential in the world and limited labor potential sources.

The analysis of the structure and dynamics of labor resources, the use of working time of the labor potential, the labor force movement, the structure and dynamics of the enterprise wage fund was carried out[1]. Negative trends have been identified, i.e. a decreasing number of labor potential, a deviation of the labor potential structure from the norm toward exceeding the proportion of managers vis-à-vis workers. Shortcomings in the wage fund formation and distribution are identified. Measures are proposed to improve the labor potential management at an enterprise, i.e [2]. to manage human capital development based on expert management methods and constant monitoring of the state of labor resources and the professional and qualification status of each specialist, his compliance with requirements of the innovative development strategy of the enterprise [3].

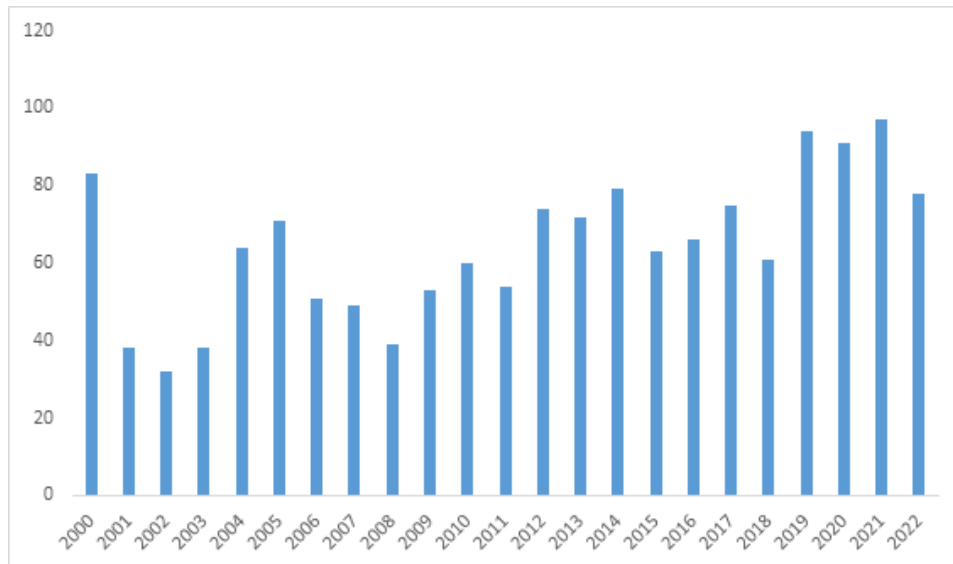


Figure 1. Development of literature over the time.

In the conditions of an innovative economy, issues of assessing and ensuring the quality of labor resources are of particular interest, which is justified by the development of new approaches to the development of personnel policies of industrial enterprises [4]. The long-term development of personnel policy is focused on improving the professional competencies of labor potential, taking into account the emphasis on new working conditions and the development of the production potential of industrial enterprises [5,6]. According to experts, the main change in the qualification structure of the employed in 2022 compared to 2021 occurred in terms of an increase in the number of professional specialists (+3.3%, or 63.4 thousand people), workers industry (+3.6%, or 30.0 thousand people), unskilled workers (+0.6%, or 9.4 thousand people) [7,8]. In this regard, the need to conduct research has become urgent, focusing on solving the issues of formation and distribution of labor potential, taking into account the needs of business entities. Let us note that from the point of view of forming and improving the quality of the labor potential of enterprises, the study of general approaches, methods, methods and principles of management, goals and strategies for developing the labor potential of industrial enterprises, their systemic relationships and general key functions of labor resource management is of particular importance. . At the same time, the need to assess the quality of labor potential is justified by the strategic goals of the country's economy, the development of labor market infrastructure and the possibilities of developing competitive strategies for the development of industrial enterprises in the engineering industry [9].

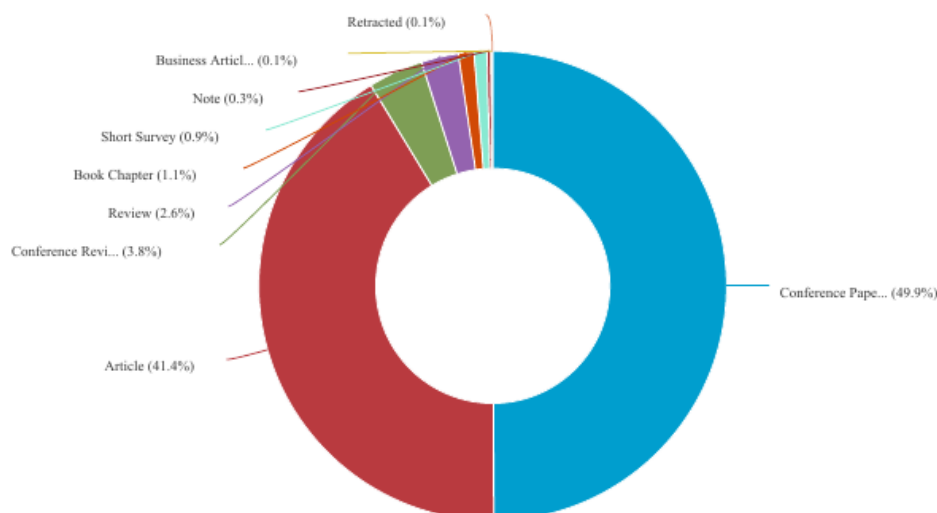


Figure 2. List of publication type on ways of using industrial enterprises' labor potential

The methodological basis of the scientific article was the methods of theoretical generalization and analysis, which made it possible to identify the importance of labor resources in the enterprise management system, argue the substantive qualification characteristics of labor potential and contributed to the identification of the main directions of research in the issue of labor potential at industrial enterprises of Uzbekistan. To analyze the current state of labor potential, analytical and statistical methods were used to analyze the reported data of the labor potential of Uzbekistan industrial enterprises and expert assessments of specialists based on source materials. In modern conditions, domestic enterprises purposefully ensure competitiveness based on innovation [10]. It was revealed that the limiting factor in the development of the innovative production process is the lack of qualified personnel. Practice confirms the sufficiency of the accumulated experience in the field of managing the labor potential of enterprises, therefore, the practical application of new strategies in the development of labor resources is presented on the basis of the expert method and constant monitoring of the state of labor resources and the professional qualification status of each specialist. The reliability and validity of the results of this study are based on theoretical and practical approaches to identifying an assessment of the labor potential of industrial enterprises based on performing mathematical calculations regarding indicators of the movement of labor resources in order to ensure the reliability, reliability and completeness of the base of analyzed materials. The research methods in this article are systematization and generalization, analytical and statistical methods, and the expert method[11,12].

Competitiveness as a goal of sustainable development of industrial enterprises largely depends on the strategy of their development, and one of the main indicators of development is the efficiency of labor potential. Therefore, assessing labor potential to support the economic process is a key factor in production potential in the activities of industrial enterprises. There are limiting factors that ensure the efficient use of labor resources in large enterprises, for example, the lack of methods for assessing the labor potential of an enterprise. To overcome this problem, large enterprises should develop their own methods for the rational use of labor resources, which is an instrument of personnel policy. At the same time, continuous improvement of the competencies of labor resources on the part of top management plays an important role in facilitating the influx of qualified personnel. In relation to assessing labor potential, concerns arise about regulation and turnover of skilled workers. Top management needs to adopt a holistic and systematic framework for developing an algorithm for assessing labor potential that will ensure the flow of highly qualified labor resources and protect the interests of the workforce. It will be open and transparent, which is one of the levers for assessing the use of performance indicators associated with tools for assessing labor potential.

The formation and development of the labor potential of enterprises is the main indicator of the development strategy of industrial enterprises. It is necessary to consider the development of labor potential as an opportunity to create new jobs, which is an acute problem in the economy today. This problem is relevant not only in Uzbekistan, but also in the economies of developed countries [13]. Effective management of the labor resources of enterprises, their assessment and development in the context of global changes are aimed at ensuring the competitiveness of enterprises both due to extensive factors (increase in the number of labor potential) and intensive factors (increase in labor productivity) through the introduction of new means of labor. yes, technologies and the most rational forms of production organization. The application of methods for managing labor resources of business entities requires assessment taking into account new approaches to working conditions in order to improve the quality of human capital in the industry of Uzbekistan. Therefore, the need to develop and form new competencies of labor resources in ensuring the production potential of industrial enterprises is of particular interest on the part of all subjects of the innovative economy. One of the important features of the current stage of formation of labor resources in Uzbekistan is that in the conditions of innovative development of the economy throughout the entire working life, a worker acquires new

knowledge and competencies, which forms the human capital of the national economy. Currently, in Uzbekistan, human capital accounts for only 42% of total national wealth, which is comparable to the level of low-income countries. Consequently, the key condition for the effective development of the national economy of Uzbekistan is the formation of a sufficient number of labor resources with the necessary competencies capable of solving both routine and creative problems, generating and implementing innovative ideas. Large enterprises, by their economic nature, represent a complex management system; therefore, labor resources are an indicator of a qualitative assessment of their activities, which is characterized by the performance of a specific function and the effectiveness of the economic activities of the enterprise's personnel. Therefore, carrying out a modern assessment of labor potential based on data from analytical collections is aimed at analyzing statistical and analytical materials, the state and development of labor resources of industrial enterprises in Uzbekistan in order to develop a mechanism for assessing management and monitoring labor potential industrial enterprises.

Labor potential is the most important component of the overall potential of an enterprise. Its condition is determined by many factors, and primarily by the characteristics of the labor resources of a given enterprise. Consequently, the enterprise has a significant shortage of workers and specialists, and especially workers, with digital competencies, with a certain excess of managers. At the same time, today priority attention is paid to the development of the labor resources available at the enterprise, in particular to increasing the professional level of labor potential. The main goal of the strategy for managing the labor potential of an enterprise is to create a high degree of motivation of labor potential for highly productive work, which is achieved through the use of a system of incentives, both material and non-material.

However, at present, the leading ones are still material incentives for labor, especially the level of wages, which today in industrial enterprises is significantly lower than in developed countries. No less important are social factors, including labor safety, ergonomics of workplaces, work and rest schedules, and the psychological climate in the team. In this regard, it is particularly important to apply the concept of expansion and enrichment of labor, which allows the formation of a high professional and qualification level of labor potential, increases productivity and quality of labor through the use of monitoring to assess the quality of labor potential.

REFERENCES

1. Decision No. PQ-4397 dated 07.18.2019 of the President of the Republic of Uzbekistan "On additional measures for the rapid development of the automobile industry of the Republic of Uzbekistan"
2. Berglund T. Promoting Labour Market Mobility in the Russian Federation / Tomas Berglund; ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia. Moscow: ILO, 2017, 94 p. (in Eng.)
3. Contensou F., Vranceanu R. Working time and wage rate differences: a contract theory approach. Preprint submitted on 30 Mar 2021. URL: <https://hal-essec.archives-ouvertes.fr/hal-02386781v2> (In Eng.)
4. Kholmo'minov Sh.P., Khomitov K.Z. The creation of the labor force and its modeling (monographia). - T.: "Science and technology", 2015, 252 pages.
5. Stepanov A.A. Stages of formation and technology of using the labor potential of the enterprise's workforce // Economic Journal. – 2018. – No 3 (51). – С. 6–19.
6. Телишевская Л.И., Успенко В.И. Тенденции развития системы управления персоналом на предприятии. Экономический вестник Донбасса. – 2020. – No 2(56). – С. 187–197.

7. Mahammadovna, S. I. (2021). Needs and factors for developing professional and creative abilities of students of higher educational institutions. *Annals of the Romanian Society for Cell Biology*, 25(6), 2200-2209.
8. Mahammadovna, S. I. (2023). Features of Cluster Design in Modern Paradigms of Education. *Telematique*, 22(01), 348-355.
9. Iroda, M. (2019). Rational Methods Awakening and Stimulating University Students Professional and Creative Abilities. *Eastern European Scientific Journal*, (1).
10. Сирожиддинова, И. (2022). Методика смешанной отборки при комплексном проектировании профессиональной подготовки будущих инженеров. *Общество и инновации*, 3(7/S), 87-92.
11. Sirojiddinova, I. M. (2023). Scientific and Technological Progress, Problems and Solutions In the Application of Artificial Intelligence. *American Journal of Language, Literacy and Learning in STEM Education (2993-2769)*, 1(9), 49-53.
12. Sirojiddinova, I. M. (2023). IMMERSION OF STUDENTS IN AN UNCOMFORTABLE ENVIRONMENT AS A METHOD OF ACTIVATING THE LEARNING PROCESS. *TA'LIM VA RIVOJLANISH TAHLILI ONLAYN ILMIY JURNALI*, 3(11), 4-5.
13. Сирожиддинова, И. М. (2023). В КОМПЛЕКСНОМ ПРОЕКТИРОВАНИИ ПРОФЕССИОНАЛЬНОЙ ПОДГОТОВКИ ИНЖЕНЕРОВ МЕТОД СЛУЧАЙНОЙ ВЫБОРКИ. *O'ZBEKISTONDA FANLARARO INNOVATSIYALAR VA ILMIY TADQIQOTLAR JURNALI*, 2(16), 521-523.
14. Sirojiddinova, I. (2023). TECHNOLOGICAL CHARACTER OF THE EDUCATIONAL PROCESS WHEN DESIGNING PEDAGOGICAL OBJECTS. *Solution of social problems in management and economy*, 2(2), 130-132.
15. MAHAMMADOVNA, S. I. (2023). IN COMPREHENSIVE DESIGN OF PROFESSIONAL TRAINING OF ENGINEERS RANDOM SAMPLE METHOD. *O 'ZBEKISTONDA FANLARARO INNOVATSIYALAR VA ILMIY TADQIQOTLAR JURNALI*.
16. Mahammadovna, S. I. (2022). IMPROVING THE PROFESSIONAL TRAINING OF FUTURE ENGINEERS BASED ON THE CLUSTER APPROACH. *Spectrum Journal of Innovation, Reforms and Development*, 3, 45-47.
17. Sirojiddinova, I. M. (2015). Engineering Students Have Succeeded In Creating A Technology Cluster. *Pedagogy & Psychology. Theory and practice*, 22.
18. Makhammadovna, S. I. (2020). Efficiency of development of professional and creative abilities of students. *ACADEMICIA: An International Multidisciplinary Research Journal*, 70(11), 1292-1296.
19. Mahammadovna, S. I. (2022, October). DEVELOPMENT OF A METHODOLOGICAL SYSTEM OF TRAINING BASED ON THE CLUSTER APPROACH. In *Archive of Conferences* (pp. 30-33).
20. Sirojiddinova, I. (2022). THE IMPORTANCE OF THE CLUSTER APPROACH TO THE CREATION OF A MOTIVATIONAL AND METHODOLOGICAL TEACHING SYSTEM. *Вестник Ошского государственного педагогического университета имени А. Мырсабекова*, 2(2), 146-150.
21. MAHAMMADOVNA, S. I. (2021). PEDAGOGICAL OPPORTUNITIES FOR THE DEVELOPMENT OF PROFESSIONAL AND CREATIVE ABILITIES IN STUDENTS. *International Journal for Innovative Engineering and Management Research....*

22. Sirojiddinova, I. M. (2023). PEDAGOGIK OB'YEKTLARNI KOMPLEKS LOYIHALASHTIRISH TEXNOLOGIYASI. *Academic research in educational sciences*, 4(TMA Conference), 298-302.
23. Сирожиддинова, И. М. (2022). ТАЪЛИМ ЖАРАЁНИНИ МОНИТОРИНГ ТАДҚИҚ ҚИЛИШ УЧУН ТАШХИС МАТЕРИАЛЛАРИНИ ИШЛАБ ЧИҚИШ. *Results of National Scientific Research International Journal*, 1(6), 33-38.
24. Сироджиддинова, И. (2023). Та'лим jarayonida innovation texnologiyalar. *Цифровизация современного образования: проблема и решение*, 1(1), 57-60.
25. МАХАММАДОВНА, S. I. (2022). Klaster texnologiyasi asosida bolajak muhandislarni kasbiy tayuorgarligini takomillashtirish. *Мугаллим ҳам ўзликсиз билимлендириў. Илмий-методикалық журнал*.
26. Махаммадовна, S. I., & Paxlavon o'g'li, M. F. (2023). O'zbekistonda Inson Huquqlarini Ta'minlash, Ijtimoiy Xizmatlar Agentligi Misolida. *Central asian journal of social sciences and history*, 4(10), 17-19.
27. Zakirovich, N. I., & Mahammadovna, S. I. (2023). Levels of development of human abilities. *Новости образования: исследование в XXI веке*, 1(7), 341-344.
28. Sirojiddinova, I. M., & Umarova, Y. (2023). Prospects for Small Business in the Republic of Uzbekistan, Mechanisms of Government Support. *Excellencia: International Multi-disciplinary Journal of Education*, 1(5), 231-236.