

Labor Authority and its Significance in Industrial Enterprises

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Annotation: The article describes the labor potential and its economic significance, the classification of labor potential by scientists, the interpretation and prospects of the labor potential of the organization.

Keywords: Rotential, organization, labor resources, labor potential, labor potential of the employee, labor potential of the organization, labor potential of the enterprise, labor potential of the society.

Increasing the capacity of enterprises in the field of construction is one of the most urgent tasks of the field today. "Increasing the quality of personnel training and developing scientific potential is the main foundation of the construction of a "smart" city. The effectiveness of using modern and innovative methods in the development of education and science allows to increase the level of international recognition, the effectiveness of the emergence of new talents, the expansion of the worldview of specialists in architecture and construction, as well as the activation of copyrights to competitive scientific developments. gives" [1].

The economic growth of any economic entity is primarily due to labor potential as an integral part of economic potential. Labor capacity, on the one hand, is an integral characteristic of the population of working age; on the other hand, it is an extremely important and integral part of human potential. Labor potential is an economic category representing the system of economic relations, the basis of which is property relations. It is the personal property of a person, which becomes the economic basis of the system of relations related to labor potential. The objects of these relations are various human forces, which constitute the labor potential that ensures the labor process. These components cannot be separated from their carrier, the person himself, the worker. The source of the movement of labor potential is the forces obtained for this work, and the initial basis for them is the natural forces of a person. It should be recognized that scientists have not come to a single stop in the definition of labor potential in their scientific research. We analyzed the literature of a number of scientists on this issue.

According to G. V. Yakshibayeva, labor potential is "...a qualitative and quantitative expression of the full and present ability of the worker, the labor team and the population of the region or country for physical, intellectual, spiritual and creative work (labor activity) , a free opportunity to realize this ability" [2]. The fact that the author connects work potential only with work ability leads to generalization in further research.

In the works of N.I. Shatalova, work potential can be considered as a set of opportunities for the population to implement work activities, including regional, national and socio-economic conditions, as well as its influence on development can be taken into account, defined as productive forces and production relations [3]. In this study, labor potential is recognized as a resource of society, and individual individuals and organizations.

In the research carried out by Q. Abdurakhmanov, the most important part of human resources is labor potential. Competence is the capabilities that can be used to achieve certain goals and solve certain problems, on the other hand, "the ability to perform certain functions effectively when there are favorable conditions in which abilities and inclinations can develop "the level of skills and qualifications" [4]. It is important that the author relates the labor potential to the abilities and skills of individual employees.

According to A.Ya. Kibanov - Labor potential is a set of physical and moral qualities that determine the possibility and limits of his participation in labor activities, the ability to achieve certain results under certain conditions, as well as the improvement of the labor process [5].

N.M.Rimashevskaya, V.K.Bochkareva in the definition given in their studies "represents the complex of all labor opportunities of a person, of different groups of workers, and of society as a whole" [6]. In the definitions given in some other literature, labor potential is society's opportunity, capacities, or labor potential in the field of labor, which includes all citizens who are capable of participating in production with physical ability, knowledge, skills, and skills. considered as including. Research has shown that questions about the formation and use of the term "labor potential" have been discussed not only by economists, but also by demographers, philosophers, sociologists and specialists in other fields of knowledge. At the same time, we believe that the full definition of the term "Labor potential" is due to the complexity and breadth of this economic category. In this regard, we believe that in order to fully illuminate the meaning of labor potential, it should be considered at several levels, that is, the labor potential of society, country, organization, enterprise, employee, and individual should be interpreted in different ways.

The dependence of the content of labor ethics on the object of research. Table 1

№	Search object	The content of labor potential
1.	Labor potential of society	It embodies the possibilities of attracting the working population of the country to the national economy and using it.
2.	Labor potential of the country	It is an economic and geographical description of the labor activity of people.
3.	Labor potential of the organization	The amount and quality of work that the organization's labor team can achieve at the level of scientific and technical development.
4.	Labor potential of the enterprise	This is the maximum value of participation in production, taking into account the psychophysiological characteristics of workers, the level of professional knowledge and accumulated experience.
5.	Work potential of the employee	This is a set of physical and spiritual qualities that determine the possibility and limits of his participation in labor activities, the ability to achieve certain results in certain conditions, as well as the improvement of the labor process.
6.	Work potential of the person	This is a part of the potential formed on the basis of a person's natural information (abilities), education, upbringing and life experience.

Labor potential represents the complex of all labor possibilities of a person, of different groups of workers, and of society as a whole. Labor potential is formed under the influence of qualities such as ability and desire to work, labor activity. Thus, we can talk about the labor potential of an individual, an enterprise, the whole society, because it is the totality of a person's ability to

work. The labor potential of the organization is the amount and quality of work that the labor team of the organization can have at the level of scientific and technical development. The labor potential of the organization, which is a unique form of materialization of human activity, in the sum of its qualitative characteristics, as the personnel potential of the organization, acts as a personalized workforce. The labor potential of a person (as an individual) is his various qualities: his state of health, endurance, type of nervous system, i.e. his physical, mental and intellectual capabilities.

Qualitative measurement of labor potential includes the study of the qualification structure of workers, the level of use of their knowledge in organizations, and the personal abilities of a person. The qualitative characteristic of labor potential includes three components: physical, intellectual and social. The physical component of labor potential describes the physical and psychological capabilities of a person depending on his health. The intellectual component includes knowledge and skills, innate abilities, talent, willpower and leadership qualities, accumulated production experience.

Conclusion. The social component is formed depending on the social environment, social security and social justice in society. Labor potential is, first of all, the power necessary to implement the production process. The main feature of all forces is that they contain a source of new opportunities for productive activity. In our opinion, labor potential should be understood as the totality of natural, formed and accumulated forces to carry out production labor activities in order to create life benefits that satisfy people's needs. This definition contains two important ideas. First, it emphasizes the variety of hidden and unrealized forces that can be transformed from potential to actual action when the surrounding conditions change. That is, potential is characterized not by the level of readiness of the employee to perform any labor functions, but by his long-term capabilities. Secondly, from this definition, the structure of the composition of labor potential is clearly defined. It includes the following structural elements: the totality of natural characteristics, human abilities and inclinations, health status, work capacity, endurance, talent, creativity, the ability to adapt to changes in the internal and external environment, lack of or underdeveloped ways. is an opportunity to compensate.

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