

Factors For Improving the Organization of Work in a Family Enterprise

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Abstract. The article presents the main provisions on the study of the organization of production, evaluation of the effectiveness of the processes of organizational and technical development of the enterprise. The features of the division and cooperation of labor, rationing, and increasing labor productivity are determined.

Keywords: factors, production, labor, productive force, efficiency, labor productivity.

One of the most important resources of material production is labor resources. They represent a part of the population involved in the production process.

The labor process is a set of human actions in the workplace in order to achieve certain results. The need for labor in plant-growing industries is determined because of technological maps

for each crop. This serves as the basis for determining the need for working time and the number of employees.

Labor is the main factor of production, and the manufacturer's tasks are to ensure consistency between the need for labor and its availability, to use labor evenly throughout the year or the production cycle, to increase productive working time, reduce labor costs, improve working conditions, recruitment and training of personnel [3].

In the material conditions of life and work, new problems are being put forward, phenomena arise that have not been encountered before. This makes every economist, engineer, business executive interested in how to make his work and the work of his team more rational, productive, take a fresh look at the familiar facts and phenomena surrounding him.

New means and objects of labor, technological processes and production organization projects are created as a result of engineering processes, which serve as a way and condition for the realization of the effect of knowledge in the productive properties of production components.

In this regard, the informational reflection of these processes becomes important on the basis of taking into account the quantitative and qualitative characteristics of the processes, improving the manufacturability of products and their consumer properties [1].

All costs are localized by production units, teams, units, workshops, etc., which are assigned to responsibility centers [6].

New technology is the basis for the growth of productive forces. The processes of its creation require certain resources and costs. The effectiveness of the impact of the processes of creating and mastering new technology on the results of the company's activities depends on the complexity of the study of management decisions related to the technical, social and organizational development of the enterprise.

Effective management of investment resources largely depends on the quality and timeliness of providing management personnel with information about investment activities and their results [4].

The productive force in any kind of activity is personnel. The effectiveness of their work depends on many factors and conditions, there is a need to find ways to enhance the organizational effect. The production enterprise is exposed to external and internal factors caused by deficiencies in the organization of production and its material support. This requires knowledge of the nature and causes of each factor.

Special attention is paid to the evaluation of the effectiveness of the processes of organizational and technical development of the enterprise. Maximum production efficiency is achieved only under the condition of comprehensive improvement of labor organization,

production and management. It is provided by the interaction of personnel and equipment in the labor process.

The organization of labor includes its division and cooperation, maintenance of workplaces, development of advanced labor methods, rationing, creation of favorable production conditions, training and advanced training of personnel, their education.

The organization of production is a social division of labor, optimization of the structure of production units, ensuring the continuity of production processes in accordance with technological requirements.

The organization of management is associated with the optimization of the structure of the management apparatus, the coordination of joint work of departments, the justification of capacities, the production program and control over its implementation.

In modern conditions, in the vast majority of domestic organizations, management accounting is either absent at all, or very poorly developed [5].

There are three types of division of labor.

The general division of labor characterizes the process of isolation of various types of activities within the whole society; the private division of labor is the process of isolation of various types of labor activity within a given industry; the single division of labor means the isolation of individual types of work within one enterprise, that is, the division of labor between individual performers. The main forms of division of labor at the enterprise are: technological, functional and operational.

The technological division of labor is also connected with the division of the production process into stages. It is the basis for determining the rational number of workers in each industry.

The functional division of labor is associated with the different attitude of people to tools and objects of labor, causes the division of workers into basic and auxiliary.

The postoperative division of labor involves the division of the production process into separate partial operations performed by various workers.

Deepening the division of labor makes it possible to increase its productivity. By freeing the main worker from performing auxiliary functions, it is possible to significantly improve the use of equipment and increase the labor efficiency of this worker.

The division of the production process into separate operations as a result of the division of labor necessitates its cooperation. There are simple and complex labor cooperation.

With simple cooperation, a group of employees performs one work together. At the same time, labor productivity increases.

Complex cooperation is based on the division of labor and specialization of employees. The deeper the division of labor, the wider its cooperation, the more performers should combine their efforts to achieve the production goal.

Labor cooperation is expressed not only in the combination of employees of one or more professions, but also in the combination of several professions and functions by one employee and the performance of heterogeneous operations. This is the most important reserve for saving labor.

All the factors of improving the organizational and technical level of production serve as the basis for improving the use of production resources, and at the same time a source of growth of the company's performance indicators.

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