

IMPROVEMENT OF METHODS AND SYSTEM OF INDICATORS FOR DETERMINATION OF LABOR EFFICIENCY IN AGRICULTURAL ENTERPRISES OPERATING IN VARIOUS ECONOMIC FORMATIONS

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ABSTRACT

Annotation

In this article, based on the peculiar features of increasing labor productivity in agricultural enterprises specializing in the cultivation of cotton, operating in various economic forms, theoretically and practically expressed scientifically sound, practical proposals and recommendations for increasing labor productivity and production efficiency.

KEYWORDS: standard of living, increasing labor productivity, achieving economic efficiency, directly and indirectly, arming labor with money, employment, unemployment.

INTRODUCTION

The level of economic and social development of the country is determined by the standard of living of members of society. Therefore, the economic and social reforms carried out in the agrarian sector of our republic are aimed at ensuring the development of society and the well-being of people. This, in turn, depends on the level of increase in labor productivity in the production process.

In this regard, the President of our Republic Sh.M. Mirziyoyev noted in his speech: “We must make fundamental changes in labor efficiency by increasing new technologies and value chains through science-based development and innovation in the economy. To do this, firstly, in the next five years, the volume of industrial output will be increased by 1.4 times, and labor productivity - at least 2 times.

From the very beginning of the development of modern scientific technology, world economists have paid attention to the fact that productivity issues are extremely important in the life of society, and therefore should be studied separately. However, only in the last century did such interest become public knowledge. The researchers of our republic also made their contribution to the study of productivity issues. (Table 1)

Scientists Who Studied the Issues of Labor Productivity in Our Republic (Table 1)

T/P	Economist Scientists I.F.O	Economic views of scientists
1.	S. Turgunov	He substantiated the peculiarities of increasing labor productivity in cotton growing from the point of view of collective ownership and emphasized the expediency of focusing on the complex organization of economic processes in the future in order to increase labor productivity (2.1.11).
2.	R. Radjapov	He scientifically and practically substantiated the importance of complex mechanization of production in raising labor productivity in cotton growing. In addition, he practically proved that the main factor in increasing

		productivity in cotton growing is the efficient use of cotton pickers (2.1.18).
3.	A. Zakirov	The role of the development of science and technology in achieving production efficiency and labor productivity in cotton growing has been scientifically and practically substantiated. The scientist highly valued human labor and focused on determining the level of increase in labor intensity that does not adversely affect the health and morale of the worker (2.1.19).
4.	F.K. Kayumov	The degree of interrelation between labor productivity and the factors influencing it in cotton growing has been determined, and ways have been identified to correctly determine the effectiveness of factors (2.1.23).
5.	H. Baratov	In our republic, the issues of increasing labor productivity in agriculture were studied, based on the laws of a market economy and the requirements of modern economic mechanisms.

The development of agriculture mainly goes in two directions:

First of all, expanding the cultivated areas, spending additional forces and means, that is, in an extensive way. Secondly, the increase in labor productivity is carried out in an intensive way.

Factors affecting labor productivity were divided into direct and indirect depending on the formation of production relations in economic processes (supply, production, marketing). In accordance with this, the factors that have a direct impact include natural and climatic conditions and factors that manifest themselves in labor relations in the production process. Indirect influencing factors were systematized on the basis of organizational and economic characteristics, that is, on the basis of imperceptible economic processes at the stages of supply and marketing.

Labor productivity in agriculture is determined by the quantity of products produced per unit of time, or the time spent on the production of a unit of output. The level of labor productivity is determined mainly in three ways: natural, cost and labor.

Naturally, Labor Productivity is Calculated as Follows

$$Y = \frac{M}{B} \quad (1.1)$$

Here

- The level of labor productivity;
- Quantity of goods;
- The time it takes to produce a given quantity of a product

The above formulas can usually be used to determine the productivity of labor in the production of one type of product (for example, the amount of cotton harvested in a certain unit of time), so this method is called the natural method of measuring labor productivity.

It is a general indicator of labor productivity and is understood when the amount of products produced in a certain unit of time is expressed in value form (in money).

$$Y = \frac{\sum mn}{\sum B} \text{ or } Y = \frac{\sum M}{\sum B} \quad (1.2)$$

Here: $\sum M = \sum mn$:

m - the number of products in natural terms.

n - unit price.

The use of a monetary (value) indicator makes it possible to generalize for different products and calculate labor productivity for different objects of labor.

The level of labor productivity in the production of various products can also be measured through indicators of labor costs. For this, an indicator of the quantity of production is used, which is measured in man-hours produced in a certain unit of time.

$$y = \frac{\sum mb_n}{\sum B}; \quad (1.3)$$

Here b_n - the amount of time required to produce one product (unit of product), man/hour, man/day, man/month, man/shift, man/year, etc.

CONCLUSIONS

In a word, the factors that directly affect the productivity of labor in agriculture are of paramount importance in the production of any social system, regardless of the form of ownership.

The law of increasing labor productivity is formed on the basis of the material interest of workers. Material interest can only be achieved if there is a right of ownership, grown products and earned income. The main goal of the reforms being carried out in the republic is the creation of such conditions. In particular, to achieve this goal, the Decree of the President of the Republic of Uzbekistan No. PF-5853 dated October 23, 2019 "On approval of the Strategy for the Development of Agriculture of the Republic of Uzbekistan for 2020-2030" was adopted. changed the attitude of farmers towards their work.

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