

THE IMPORTANCE AND NECESSITY OF LABOR STANDARDS IN THE CONTEXT OF ECONOMIC MODERNIZATION

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ABSTRACT

Work is a fundamental and universal category, encompassing multifaceted concepts that warrant comprehensive study as objects of research and improvement. In this context, labor measurement plays a crucial role. It involves determining the time required for a skilled workforce to perform specific tasks or services at varying levels of labor intensity, using diverse methods and tools.

Additionally, the concept of “qualified labor resources” implies that these resources correspond to specific levels of knowledge and skills, reflecting the complexity of the work performed. Meanwhile, the term “labor intensity” refers to the vigor and effort exerted by the workforce. It depends not only on the utilization of labor resources but also on individual abilities and adherence to acceptable concentration levels, as defined by current sanitary, hygienic, and ergonomic guidelines.[1]

Furthermore, this discussion brings us closer to the concept of “labor rationing through labor standards.” This process involves establishing norms for the time spent on performing specific jobs. Labor standards serve as a measure of the relationship between labor costs and results during work, operations, services, or assignments. They apply to qualified labor resources or groups of labor resources operating under normal organizational, technical, sanitary, hygienic, and ergonomic conditions. On this basis, the norms are divided into two types. The first includes the norms indicated in the form of expenditure: the rate of time per unit of an operation; the rate of labor intensity (labor intensity) of preparing a unit of work or product; the rate of labor intensity (labor intensity) of performing certain tasks of organizational and technical support (marketing, accounting, operational production management, supply, repair, etc.) or maintenance of other facilities (unit, workplace, etc.) necessary to perform a certain amount of work. the norm of the number of labor resources[2].

The second type of norm (resulting form) includes the production rate (a value inversely proportional to the norm of time), i.e. the amount of work to be performed per unit of time (in grains, meters, tons, and other natural units); the service rate is the number of service facilities (equipment) assigned to one labor resource or the group of labor resources, the number of labor resources, jobs, production areas, etc.).

The application of labor standards in the context of economic modernization is mainly necessary to achieve the following goals:

1. Based on labor standards, the structure of each workplace, and its components (site, workshop, etc.) can be one-day, weekly, ten-day, monthly, etc. k. to find out production or service capabilities for deadlines.
2. To know workplaces, installed equipment, production or service delivery capabilities, to determine the number of labor resources necessary to fulfill a planned production program, including those who work or provide services, as well as to develop and organize labor

processes, planning them according to the qualifications, specialties, and professions of such several performers.

3. Labor standards at production or service enterprises, at each of their links, that is, at the workplace, on the site, in the workshop, for planning the organization of production and its rationing.

4. Measure labor costs, evaluate its results, the validity (reality) of the obligations assumed and correctly determine the amount of remuneration for labor or services depending on the amount of labor costs, the complexity of the service performed, work, and organize timely payment.[3]

In our opinion, the need for labor standards in the context of economic modernization and an approach to determining their place only from the economic side will be insufficient. Consequently, it is also necessary to pay special attention to its social functions, and this need can be justified by the following circumstances.

1. Labor standards not only indicate a change, or rather, an increase or decrease in the number of labor costs as a result of the introduction of science and technology, advanced technologies, and improvement of management services into the production or service process but also take into account the improvement of the skill level, cultural, technical and cognitive level of performers (service personnel).

2. In the context of economic modernization, especially as a result of the republic's independence, the socio-educational nature of labor standards increases and becomes increasingly important for restoring the spirituality of our people and raising it to higher levels, since labor standards are also a means of measuring the debt and responsibility of each labor resource to the working collective and society in which He lives.

It is also worth recalling that determining the length of a working day or a working week can never serve as a correct and sufficient measurement tool for accurately measuring labor, since there may not always be the same density in this interval, work or services are performed with different patterns and quality. As a result, during the same amount of time, not only labor costs will differ, but also its results. Therefore, it is necessary to determine such an amount of time that should be fully the really necessary and sufficient amount of time to operate producing a certain amount of products or a certain type of services, taking into account a certain level of technology, technology, labor organization, production progress at a particular manufacturing or service enterprise.

Labor cost standards are divided into several types (classifications) depending on what purposes they are intended for, the nature of the justification, large and small sizes, and the duration of their application.

Depending on the purposes for which they are aimed, labor standards are divided into: the time rate, the production rate, the service time rate, the service rate, the number of employees, the management rate, and, finally, the duration rate.

In the practice of labor rationing and management, labor standards, depending on the fields of application, are divided into republican, regional, district, sectoral, and local.

In production or service practice, labor standards, depending on the timing of their application, are divided into one-time, temporary, permanent (conditionally permanent), and seasonal.

Labor standards, depending on their magnitude, are divided into elementary (microelement), differentiated, enlarged, and complex

The current labor standards include the rate of time spent on the manufacture of one product and the rate of time spent on the manufacture of one product (product), depending on the type of production and the level of distribution.

One of the primary challenges in determining labor costs lies in establishing the appropriateness and efficiency of labor standards. This involves not only considering the working time required for specific types of work and services but also defining minimum and adequate labor costs. A positive resolution to this issue is essential for a comprehensive validation of the developed labor standards. Consequently, it also serves as a basis for justifying the quality of most planned technical and economic indicators within production or service enterprises

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