



## CREATION OF EFFECTIVE MECHANISMS OF LABOR RESOURCE MANAGEMENT IN INDUSTRIAL ENTERPRISES

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**Abstract:***The article deals with the creation of effective mechanisms of labor resource management in industrial enterprises, ensuring employment at the expense of creating new jobs, and factors contributing to the improvement of people's well-being.*

**Key words:** *industry, management, labor resources, entrepreneurship, investment, business, environment, entrepreneurial activity, economic mechanism.*

The importance of management in the development of industrial enterprises is very great, and the state of economic activity in the existing sectors and sectors, the organization of management tasks and the solution of issues in them, and the fulfillment of tasks regarding the income and profit obtained as a result occupy the main place. In such a situation, the regional economy, its sectors and branches, and management activities of enterprises and organizations take an important place.

Today, human resource management strategies play a key role in both day-to-day operations and the achievement of long-term goals, as well as in the development of industrial enterprises. The head of the enterprise is responsible for improving the knowledge and skills of the employees who are the labor resources, i.e. human resources, in various industries, motivating employees through incentive programs and creating conditions that facilitate technological development. As a leader of any enterprise, including industrial enterprises, whether the company is located in the Republic of Uzbekistan or has subsidiaries in other countries, the human resources strategy of the leader should be developed as one of the main road maps for achieving the company's goals. In this regard, it is recommended to organize the management of labor resources in the following stages

It is well known that the stages of effective organization of labor resources in the manufacturing industry stimulate the work of fashion design, product sampling and styling, so your personnel strategy should focus on hiring suitable qualified personnel for the production function, as well as sales and marketing departments. Employees in these areas are critical to your company's productivity, efficiency, and bottom line. If you're operating globally, hire talented local candidates with a similar skill level to your home office's total compensation.

Today, modern technologies have already penetrated into industrial enterprises and industry, as well as all aspects of social life in which we live. Therefore, human resources



must also develop programs to train employees to adapt to new technologies that improve production operations in the changing apparel market.

In addition, human resources should have a competency framework to identify the appropriate training needs of existing and new employees. To achieve the best results, it is advisable to align training programs at local and foreign subsidiaries with your firm's strategic goals and objectives. This, in turn, helps to arm the company's labor resources with modern knowledge and skills and further increase the level of competitiveness. Therefore, another principle of organizing labor resources at a high level is the organization of training courses in order to increase their knowledge and experience in the field.

Also, the HR strategy of the company leader should define salary and compensation policies to encourage the retention of the existing workforce and the attraction of qualified candidates to your company. Periodically review wage levels to ensure workers are paid competitively. Include an incentive system based on employee performance, for example, bonuses immediately after the sales team receives contracts, or bonuses at the end of the year for achieving performance goals. Determine compensation for overseas subsidiaries based on company regulations and labor market dynamics. That is, the next principle is that when the labor resources are well motivated, the employees who give the desired result can be produced. It is a fact established in the whole world experience.

A clear example of this is that in less developed countries, due to the lack of well-organized material supply of labor resources, various problems that hinder development are formed. For example, the occurrence of thefts that cause damage to the company's material and technical base. Or, cases of corruption may arise. In order to eliminate these problems, it is necessary to organize the material protection of labor resources based on the recommendation mentioned above.

Based on the above, it can be concluded from the description of the mechanisms of effective organization of labor resources in industrial enterprises that the creation of a positive environment in the workplace and open communication with labor resources are the main beneficial factors for creating effective production relations, as well as defining the future of our country gives.

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