

**WAYS TO IMPROVE THE EFFICIENCY OF THE MANAGEMENT OF LABOR
RESOURCES IN ENTERPRISES**

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Abstract: *Labor resources refers to a set of capable people who participate in social production with their mental and physical labor. It follows from this definition that labor resources include both people who are employed in the economy and those who can work even if they are not employed.*

Keywords: *labor resources; economically active population; economically active population in terms of citizenship; formation of labor resources; use; distribution of labor resources; labor efficiency; able-bodied population; employers; hired workers; lack of personnel; privileged pensioners; working teenagers.*

According to the established statistical practice, labor resources consist of able-bodied citizens of working age and people of young and middle age working in the country's economy. Often, younger people are called working teenagers, and older people are called working pensioners. Currently, the lower limit of «working age» is 16 years, the upper limit is 59 years for men and 54 years for women. «Privileged pensioners» are those who work in their previous professions or other jobs, and therefore they remain in the labor force. Working pensioners are excluded from the composition of labor resources. A certain part of people of working age are those who have not worked for a long time or stopped working due to poor health. Here we are talking about group I and II disabled people, the state provides them with pensions. These people are not included in labor resources. However, some disabled people of groups I and II can work (if favorable conditions are created in production). Therefore, citizens who can work at the age of working age are included in the labor force until the retirement age is set by the state (except for disabled people of groups I and II). In developed countries, the concept of «economically active population» has settled. They include the working population and the unemployed who are looking for work. Also, the concept of «citizenly economically active population» is widespread, which does not include military personnel. Thus, according to its content, labor resources are broader than the concept of «economically active population». In addition to the economically active population, labor resources also include students of working age, as well as housewives of the same age and all the rest of the country's population, that is, if they are not unemployed, but for some reason are employed in the country's economy. includes the unemployed population. The formation of labor resources means the constant renewal of labor resources. It seems that «reproduction» would be more correct than the word

«formation», but it is not correct to abandon the terms that have become common and become stable.

In order to determine how labor resources are formed, first, labor resources are divided into three major age groups: people of working age, people older than working age; secondly, the factors affecting the population of each group and its change; thirdly, it is necessary to consider the general and specific aspects of natural and mechanical changes in labor resources and population. Use means two directions that describe labor resources, which are one of the resources of the economy. This is, firstly, the distribution of labor resources and, secondly, the efficiency of using their labor in the national economy and economy. Distribution of labor resources means working and non-working parts of resources in the national economy. In turn, the distribution of the working population by certain industries and occupational groups, including mental and physical labor, labor regime, socio-economic spheres, is considered.

One of the international aspects of employment is their distribution by «types of economic activity» as follows:

- employees (citizens who have an employment contract with the head of an enterprise or some person);
- employers (who work independently and employ one or more people on a permanent basis - self-employed persons (citizens who do not hire employees on a regular basis);
- members of production cooperatives (persons who are active working members of cooperatives);
- helping members of the family (family business family members, this business is headed by one of the relatives working in that household).

There are other types of distribution of labor resources. These are distribution by gender, age, level of education, and health.

We need to define «labor efficiency» again. Efficiency in any type of activity is ultimately measured by the time spent on producing a unit of products or services. The reason for the regional difference in labor efficiency is that the level of technology and the level of labor organization are different in different regions. Staff qualifications may vary for a variety of reasons, including ethnic and historical factors.

Sufficient provision of the necessary labor resources of enterprises, their rational use, high level of labor productivity, increase of production volume and production efficiency are of great importance. In particular, the volume and timely completion of all work, the efficiency of the use of equipment, machines, mechanisms and, as a result, the volume of product production, its cost and a number of other economic indicators, ensure that enterprises are provided with labor resources and are effective from them. depends on usage.

The main tasks of the analysis are as follows:

- to study and evaluate the supply of labor resources of the enterprise and its structural divisions, as well as by categories and professions;
- to determine and study the indicators of staff unemployment;
- identification of reserves of labor resources, their fuller and more efficient use.

It is necessary to analyze the quality of labor resources according to qualifications. The level of qualification of employees largely depends on their age, work experience, education, etc. That is why, in the process of analysis, changes in the age, work experience, and education of workers are studied.

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