

CONCEPTUAL FRAMEWORK FOR ASSESSING THE EFFECTIVENESS OF THE LABOR PRODUCTIVITY INDICATOR

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Abstract: *Labor productivity, its content, basic concepts, the efficiency level of the labor productivity indicator in our country, enterprises and organizations, effective use of human resources, increasing production, application of innovations and commercial development, problems in increasing labor productivity indicators in our country and their elimination ways to achieve and the recommendations to increase the effectiveness of the labor productivity indicator are mentioned.*

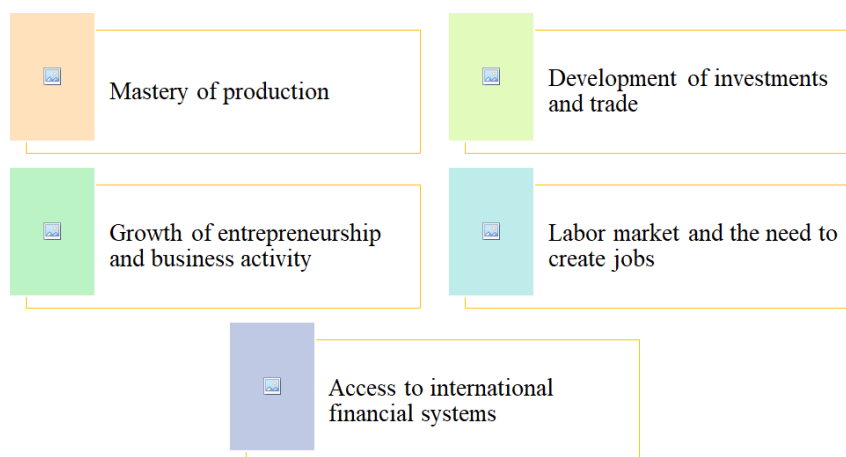
Key words: *labor productivity, labor force, labor index, innovations, new technologies, labor market, labor potential, labor resources, labor productivity index.*

The concept of labor productivity (eng. productivity), in other words, includes the time or resources spent on mastering a benefit (product or service) within one period. This concept is generally analyzed in terms of people, businesses or countries. Productivity involves how much care can be taken with the time or resources used, or how active and useful one can be.

Although the concept of labor productivity is mainly encountered in the field of economics and business, it is important for other fields as well. For example, a person's personal life and work can also be related to labor productivity. This concept shows its importance in the study of production and other activities for enterprises. How employees feel effective and efficient, and how effective they are at doing their jobs, is reflected in performance indicators.

The concept of labor productivity is related to its history and development. The first comments in the Uzbek language were used in the concept of the word, "labor force", "labor indicator", and other options. Currently, this concept is widely used in the international economy, events and activities of enterprises.

The labor productivity indicator is an indicator that measures the quantity and efficiency of production processes in the international trade economy of a country or region. This will lead to the economic growth of the country and increase the level of its economic development. The labor productivity indicator, in one step, requires the efficient use of human resources, increased production, application of innovation and commercial development.

Efficiency level of labor productivity indicator³⁰

Adoption of production: Labor productivity indicator requires the adoption of each producer, making production processes efficient and qualitative by supporting new technologies and innovations. This makes it possible to establish innovations that lead to the development of enterprises and the economy.

Investment and trade development: When labor productivity is high, countries and businesses are more likely to participate in international trade. This makes it possible to attract foreign investments that lead to economic growth of the country, develop international trade and increase the growth of exports.

Access to international financial systems: When labor productivity is high, countries use their economic resources effectively and efficiently to deliver in international financial systems. This will increase the financial prospects of the country and its opportunities leading to international development.

Growth of entrepreneurship and business activity: Labor productivity indicator creates conditions for the opening of new enterprises and development of labor activity. Entrepreneurs who focus on the production of their well-known goods and services can use this indicator to develop the business environment in the country and make enterprises more efficient.

Labor market and job creation: When labor productivity is high, the labor market is more efficient. This allows for the creation of new jobs and spiritual and economic development for people.

The labor productivity indicator plays a major role in the practical development of society, creation of jobs for people, growth of business and entrepreneurship, access to financial systems and economic development of the country. This increases the overall development of the country and creates new opportunities for people.

³⁰ <https://fayllar.org/mehnat-unumdorligining-ijtimoiy-iqtisodiy-mohiyati-va-mazmuni.html?page=2>

Increasing labor productivity in enterprises is carried out by organizing the activities of enterprise managers and its employees in an efficient and appropriate manner. These paths can be described as follows:

Technological innovation and automation: Analyzing the possibilities of supporting and adopting new technologies in the enterprise. Effective and speed up work processes through the use of automation and robotics.

Doing business with employees: Promote training and development to support employees and ensure they are skilled and knowledgeable. Improve productivity by engaging with employees, communicating goals, and building community-wide collaboration.

Development of motivation and selection systems: Development of motivation systems for advanced and efficient work of employees. Attracting good employees by mastering selection and presentation systems.

Management system development: organization of enterprise management in new and effective ways. Mastering the leadership system for employees through the use of additional services.

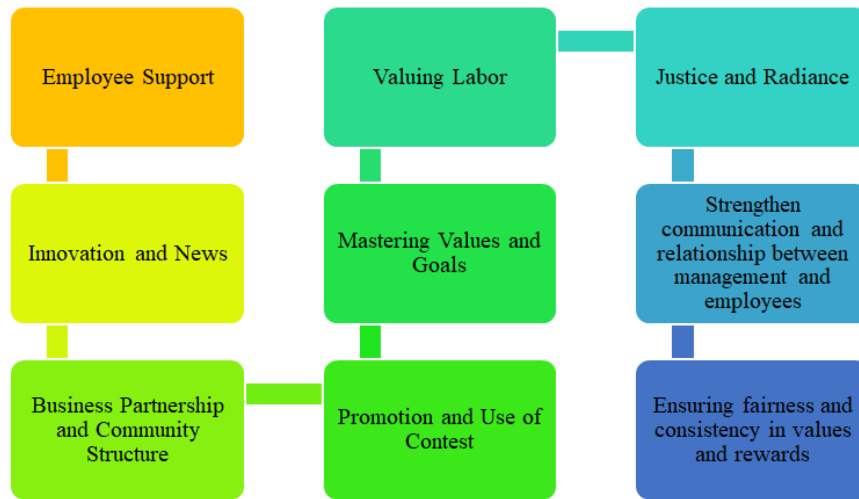
Application of innovation and innovations: Further development of enterprise activity by application of innovations and adoption of innovations. Support employees to propose innovations and improve work processes.

Setting goals and missions related to the values and goals of the enterprise: Highlighting the values and goals of the enterprise to employees in an open, understandable and inspiring way. Establishing common understandings, unity and cooperation among employees about the goals of the enterprise.

Use of presentation and competition: To attract good employees, present the workplace in the international market through favorable and competitive competitions. Presentations and contests can help implement incentive systems among employees.

Ways to increase labor productivity will depend on the special conditions and goals of each enterprise. Choosing this combination of paths is an important aspect of ensuring business relations and cooperation between managers and employees.

Important conceptual bases for motivating employees working in the enterprise can be:



In the process of supporting employees to apply news, ideas and innovations, employees are trained to learn and achieve new technologies. As a result, an environment of good business and cooperation among employees is developed in the enterprise.

Teaching employees to appreciate their work means increasing motivation by encouraging employees to succeed and work hard. It is appropriate to use presentations and contests to motivate employees with good motivation and rewards.

The company encourages employees through additional opportunities, contests and bonuses. As a result, understanding between management and employees increases through clear and easy communication in the enterprise. And by encouraging employees to participate in company decisions and to listen to their opinions, enjoyment and employee support is achieved.

These fundamentals are different for every business, and by implementing them, employees can be motivated and motivated. Numbers, rewards, new opportunities and other approaches find their place among these foundations.

In conclusion, it can be said that there are a number of problems in increasing labor productivity in our country. In order to prevent these problems, we would like to make the following recommendations based on foreign experience.

Foreign experience is an important factor in increasing labor productivity, and it can affect several important areas for growth and development.

Innovations and Innovations: Foreign experience greatly influences the learning and achievement of innovations and innovations. Technologies learned abroad and production processes in several other industries may be based on foreign experience.

Business models and strategies: Business models and strategies studied abroad lead to the implementation of new directions and external ideas in the enterprise. Foreign experience gives businesses an understanding of the laws, regulations and innovative methods in the global market.

Financial management and reporting: Overseas experience is important in developing financial management, reporting and financial processes. Experiences from financial models studied abroad can help improve the company's financial strategies.

International cooperation and trade: Foreign experience plays an important role in participating in international trade and attracting foreign investment. International cooperation based on foreign experience ensures that the company takes a place in the global market.

International talent and staff: Foreign talent and staff can help the company to attract high-quality personnel using foreign experience. Businesses improve labor productivity by working with and effectively supporting international talent.

Entrepreneurship and startups: Foreign experience, innovations and approaches learned in the field of entrepreneurship and startups act as a good resource for developing business models and strategies of the enterprise. Experiences from startups play an important role in increasing the entrepreneurial and innovative activities of the enterprise. Foreign experience is important for making a commitment, independent production of the enterprise in the global market, mastering innovations and innovations, becoming rich in international trade and attracting high-quality employees.

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