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WAYS TO INCREASE LABOR PRODUCTIVITY IN THE CONTEXT OF DIGITALIZATION

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ABSTRACT

At present, the growth of labor productivity is expressed in more effective development and use of human resources, especially their intellectual properties. In this regard, in order to increase labor productivity in the conditions of digitalization of all spheres of activity, it is necessary to form, develop and implement modern technologies for the use of intellectual resources. The article discusses the technologies of using intellectual property of labor resources in accordance with the modern realities of economic development in the context of the trend of digitalization.

KEYWORDS

Soft skills; teamwork; digital labor; labor productivity; volume of work; product quality; digital economy; digital opportunities.

INTRODUCTION

It is known that the development of society, the well-being of the people, the prosperity of the country, the level of human potential and capital, especially the future life, besides, all dreams and beauty, the average life expectancy also depend on labor productivity and

its constant growth. Therefore, labor and its efficiency is the largest economic and social synthetic indicator. In addition, the level of labor productivity determines the method of production, means, and even the socio-political system itself.

Thus, it can be concluded that research on labor productivity in the 20th century was mainly aimed at studying the efficiency of human capital. Labor productivity is the main planning and economic indicator describing the level of rational use of labor resources in the enterprise and the level of efficiency of the market system as a whole. In today's market conditions, every enterprise should organize and operate a production development planning and management system in order to maximize labor productivity [1].

Labor efficiency mainly means economic, social, psychophysiological, organizational, technological and environmental aspects. In order to achieve efficiency and stabilize it, it is necessary to take into account various influencing factors, and to study and analyze them using economic, social, psychophysiological methods. The growth of labor productivity is of great importance for some enterprises and the whole society, and it is necessary to study all the factors affecting the level of labor productivity and open reserves to increase it [2]. According to the principle of taxonomy, the labor productivity factors under consideration can be divided into 3 types [3].

1. Factors related to resource management: personnel department; capital (technical means and investments); energy; materials; information.

2. Factors related to the form of interaction: technological; economic; behavior; political; systematic; process.

3. Factors depending on the size of the analyzed enterprise unit: - individual; group; the whole enterprise.

If we want to achieve the efficiency of labor and its stable achievement, we must thoroughly study all the factors that have a positive and negative effect on it and create a set of necessary measures. In other words, it is necessary to manage labor processes at an optimal level using complex methods. It includes the main aspects, i.e. creation of sanitary and hygienic conditions for people, ensuring safety affecting work, ensuring the meaningfulness of work, observing the division of labor, creating opportunities for the development of mental and physical strength in a person during work, important in the work organization to be able to form normal social relations, to form a management culture, to create a set of various economic and social incentives that motivate employees, and the most important thing is to achieve the level of satisfaction of employees with their work [4].

Labor efficiency is mainly measured by two indicators, i.e. quantity and quality. Achieving the minimum state of labor costs is of great importance in increasing labor productivity and efficiency. Labor efficiency is mainly

determined by the volume of work per unit of time, the number of employees and the quality of work. Indicators of labor efficiency may include the following: labor productivity and its dynamics; change in product production; quality of work; professional skills and qualifications of employees; the mental and physical labor of a person spent on the work done; save working time; efficient and rational use of working time.

Today, it is the need of the hour for not only the unemployed, but also all able-bodied people of young and old age, regardless of their field, to engage in business. Currently, this situation can be observed in several countries. For example, in China, 70% of the gross product is made up of people working in medium and small businesses. Also, in developed countries - Norway, Germany, Korea, Israel, Turkey, etc., the share of small and medium business in the gross product is high. One of the main tasks in optimizing labor productivity is to create a database of social and economic statistical information. Official, statistical information can be widely used in the creation of the economic base, while the formation of social information is more complex.

For this purpose, complex, sociological studies are carried out taking into account the social conditions in the places and their sociological analysis is carried out. Of course, here the laws of statistics, for example, statistical information collected on the basis of a

selection, must be followed in accordance with the law of representativeness of statistics. Calculations made with the help of a mathematical model obtained as a result of a complex approach should be specific to a certain object and a certain period [5].

In our opinion, first of all, it is necessary to develop a short, medium and long-term socio-economic development program and comprehensive development forecasts on a scientific basis, which have an integrated connection with each other. Within the framework of this program, all indicators and indicators determining social and economic development are taken into account, and all statistical analyzes and other quantitative aspects are developed through them. Also, first of all, social and economic information bases should be completed in full.

At the same time, in Uzbekistan, all resources are digitized and calculated according to their volume. I will create an algorithmic system that takes into account the most advanced computer technologies of our time and all mathematical methods, and it will be performed in all 5 stages in a unique and appropriate way. Fourth, to ensure high-level relations between all countries, nationalities and religions. Fifth, it is necessary to create and implement a complex, innovative, mathematical model of specific and appropriate labor productivity in each group, enterprise, network, region.

It is known that ensuring continuous growth of human labor productivity is the law of life. In order to fulfill this law, all nations and peoples must unite all their forces and work together with one accord. It is known that the saying that united is different and disunited is different is true and no force can overcome those who are united. We call not only the people of Uzbekistan, but also the countries and peoples of the whole world for unity and cooperation. After all, we have the power to solve any difficult and complex issue together through intellectual power. A strong fight against poverty and poverty has begun in Uzbekistan, and there is no doubt that the social and economic policy being carried out is correct and scientifically based.

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