

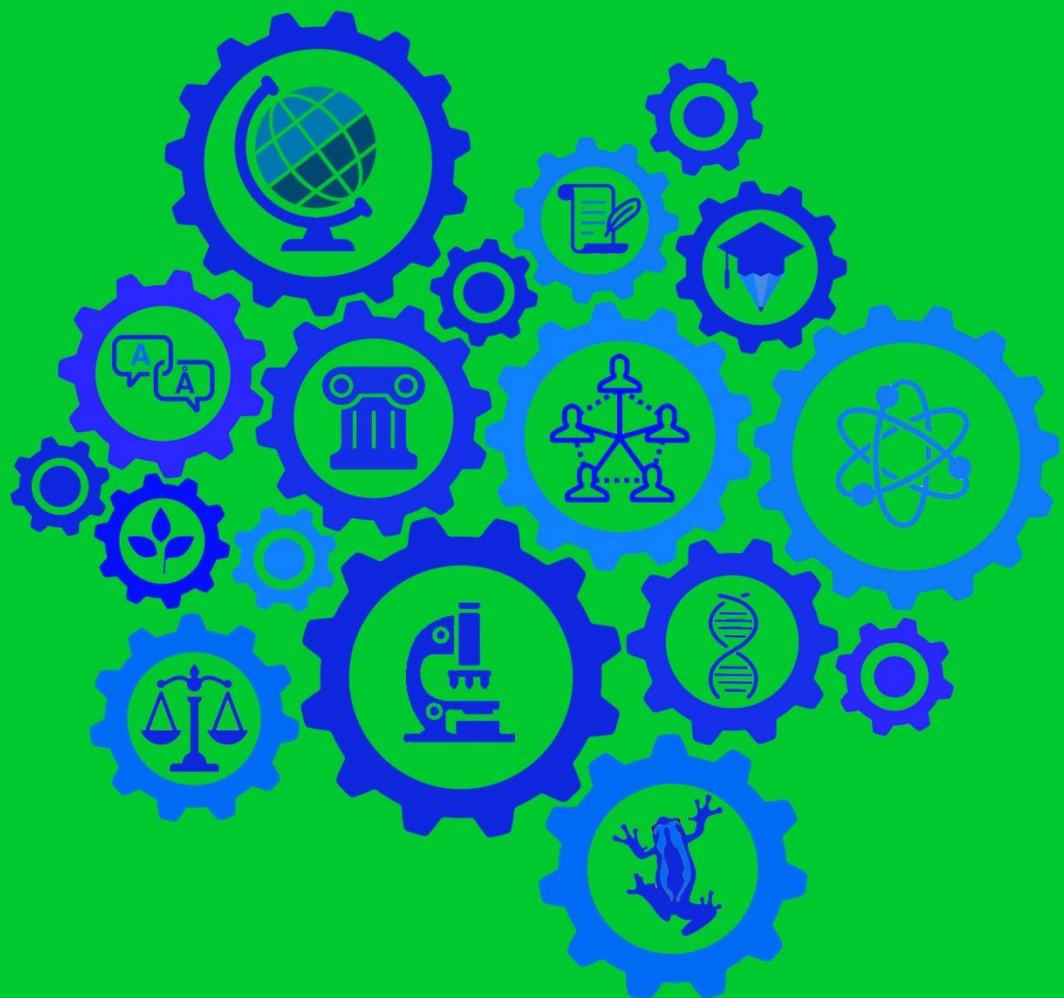
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FACTORS AFFECTING LABOR PRODUCTIVITY AT CONSTRUCTION MATERIALS PRODUCTION ENTERPRISES

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Abstract. This article contains a series of studies to determine production productivity at interregional enterprises. Based on the data studied by the authors, proposals and conclusions are given.

Keywords: labor resources, building materials, wages, labor productivity, professional qualifications, energy consumption and resource intensity.

Introduction In our country, the scale of construction is expanding every year. New houses, large factories, modern infrastructure facilities are being built. Naturally, the demand for building materials increases when such large-scale work is carried out in a timely manner and efficiently. In this regard, the state is strengthening support for entrepreneurs, as well as for the production of new types of energy-efficient building materials, the implementation of large-scale projects by attracting investors to the industry, systematic work is being carried out to properly implement work in this direction. As a result, the main task of entrepreneurs is considered to be the efficient use of labor resources and the satisfaction of human needs. Based on experience, it is possible to determine unambiguous conclusions and practical measures obtained over the years of independence and deep scientific analysis of the socio-economic processes of recent years, as well as to study its objective patterns. However, the effective use of sustainably developing labor resources literally means the territorial distribution of labor resources based on certain principles, understanding the laws and patterns of nature and society, deep analysis of processes, the development of scientific developments and their application in practice. Decree of the President of the Republic of Uzbekistan dated 28.01.22 No. DP-60 on the development strategy of the new Uzbekistan for 2022-2026, the development and implementation of the programs "Creation of new jobs in the country, increasing the income of the population and thereby reducing poverty by at least 2 times by the end of 2026" is of great importance.¹ The number of the active population engaged in economic activity, as well as constituting the active part of the labor force of our country, has been increasing in all areas and regions in recent years. In particular, in the Fergana, Andijan and Namangan regions, based on statistical data, in order to

¹ Goal 85: Create new jobs in the country, increase incomes of the population and thereby reduce poverty by at least half by the end of 2026.

determine the efficiency of resource use, indicators of increase and decrease were determined. Therefore, the results are compared in the analytical part of our article.

Analysis. Based on the analyzed data, it was determined that the efficiency of labor force use is also low. In particular, the number of people employed in enterprises producing building materials in the Fergana region is 8.4 thousand people, labor productivity is 0.58 million people. soums / person. In the Andijan region, these figures are 6.9 thousand people and 0.52 million respectively, sum/person, and in the Namangan region 6.7 thousand people and 0.49 million

1- table

Labor resources and productivity of enterprises producing building materials

| | Indicators | Fergaga | Andijan | Namangan |
|---|---|---------|---------|----------|
| 1 | Number of employees, thousand people | 8,4 | 6,9 | 6,7 |
| 2 | Labor productivity, million rubles/person | 0,58 | 0,52 | 0,49 |

The analysis shows that low labor productivity depends on the following factors:

- Non-optimality and inefficiency of production processes.
- Insufficient qualifications and professional training of workers.
- Shortcomings in the remuneration system.
- Energy and resource intensity of production remains high.

Conclusions and proposals

Based on the above, we propose the following measures to improve labor productivity:

1. Optimization and efficient organization of production processes:

- Further mechanization and automation of production;
- Creation of normal working conditions.

2. Improving the qualifications and professional skills of workers:

- Strengthening the system of advanced training and retraining of personnel;
- Study and implementation of best practices in production

3. Improving the remuneration system:

- Introduction of mechanisms for stimulating efficiency into the remuneration system;
- Creation of a regulatory framework that takes into account indicators of efficiency, competence and initiative.

4. Implementation of energy-saving technologies:

- Reforming inefficient technological processes;
- Implementation of energy-saving equipment.

By implementing these systemic measures, it is possible to significantly increase labor productivity at construction materials manufacturing plants.

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