

## Efficient Use of Labor Resources

*Zufarova Gulmira Abduxalilovna*

*Andijon qishloq xўjaligi va agrotexnologiyalar instituti “Qishloq xўjaligi iqtisodiyoti”  
kafedrasi dotsenti, i.f.n.*

**Abstract:** The article deals with the organization of efficient use of labor resources. That is, the formation of a socio-economic mechanism for the reconstruction of human capital.

**Key words:** Labor resources, efficiency, human capital, socio-economic mechanism.

Labor emerges as a form of human capital specific to almost all sectors of society. Such a system of views on labor is inherently related to the appearance of human capital, more precisely, as a form of its realization, the need to cover the costs of its reproduction. For an economic system, the costs of reproduction arise within the limits of the value of the labor force of the reproduction of the labor force. For the social system, it is the cost of recreating the sum of the individual abilities of the state and society, the conditions for their development and use.

The first source is determined by the pace and scale, quality and competitiveness of the national economy. It is done through a labor market mechanism, in which the value of labor is determined in that market.

The second source is determined by the state social policy, the resources of which are directed to the creation of conditions necessary for the formation of a harmoniously developed person and to compensate for the cost of rebuilding the ability to work.

Thus, a socio-economic mechanism for the reproduction of human capital is formed. As a result, they are aimed at increasing the efficiency of the cost of reprocessing human capital, which is the national wealth of a society, its main achievement. Therefore, scientific research on its development, in particular, on increasing the efficiency of human capital recycling, is very useful, because market relations are used as the main reason for labor activity to obtain the final result of capital investment, ie profit.

Modern concepts of redevelopment of human capital are based on the study of the idealization of the mechanism of free competition and, in a sense, the concept of freedom of choice arising from A. Marshall's subjective assessment of business entities, ie research at the microeconomic level. From this criticism a new direction in political economy emerged and was called "neoclassical". Its most "productive" representatives are M. Friedman ("Capitalism and Freedom" (1962), "Freedom of Freedom" (1979)) and others.

Gary Stanley Becker is one of the founders of the theory of human capital, and was awarded the 1992 Nobel Prize for expanding the scope of microeconomic analysis to the broader problems of human behavior and interrelationships. In 1953, Gary Becker defended his doctoral dissertation, which justifies any investment in the human factor.

In the 1960s, Becker raised the issue of human capital at the same time as scholars such as T. Schultz and J. Mincer. This scientific work was recognized by the Swiss Royal Academy as "the greatest contribution to the modern economy" when it was awarded the Nobel Prize.

Inson kapitalida ilgari surilgan g'oya shundan iborat ediki, inson omiliga qo'yilgan har qanday sarmoya, xoh xususiy yoki davlat bo'lsin, iqtisodiy jihatdan oqlanadi.

The following should be taken into account when assessing the effectiveness of the use of labor potential:

- The growth of living standards and quality of life, which is the basis for the expanded recovery of the population and labor resources:
- The increase in social labor productivity that occurs as a result of the interaction of all factors of economic development:
- Proportionality of demand for labor supply with conditions and indicators of ensuring decent employment of the population:
- The role of labor potential in the economic security system.

In terms of quality, qualifications are taken into account when assessing the human capital of young people.

The costs of restoring human capital at the micro level include:

- ✓ capital invested in the training of young people working in the firm:
- ✓ the cost of their medical examination:
- ✓ labor protection costs:
- ✓ providing various social services to employees of the company.

Makrodarajada davlatning maqsadli xarajatlari qatoriga kiritilgan yoshlar uchun ijtimoiy imtiyozli soliqqa tortish tizimini joriy etish mumkin. Yoshlarning inson kapitalini to'plash shaxsning o'zi va uning oilasi tomonidan quyidagi xarajatlar bilan bog'liq;

- Expenses for maintaining and restoring health;
- Costs of general special education;
- Expenses for migration;
- Expenses for professional training and advanced training.

In the context of economic liberalization, the transition to an understanding of the importance of re-creation of human capital is felt in the economy of countries, including Uzbekistan, according to which the cost of reproduction of labor is formed at the expense of two sources:

- ✓ ish beruvchilarning mehnat xarajatlari, shu jumladan ish haqi, ovqatlanish, uy-joy narxi, ijtimoiy himoya. Kasbiy ta'lim, madaniy-maishiy xizmat va mehnatdan foydalanish soliqlari;
- ✓ Expenditures of state and local budgets for social purposes, including public education, vocational training, health, physical culture and sports, social security, youth policy, housing and communal services, free and preferential housing, etc..

Such a system of views on labor is inextricably linked with the appearance of human capital, more precisely, as a form of its realization, the need to cover the costs of its reconstruction. As such a source for the economic system, the cost of reproduction arises within the limits of the value of the labor force of the reproduction of the labor force. For the social system, it is the cost of recreating the sum of the individual abilities of the state and society, the conditions for their development and use.

Labor potential can be defined as labor resources in terms of quality. What is clear from the above is that the concept of 'labor potential' is a special factor that helps to study the interaction of labor resources and the economy.

Hech kimga sir emaski, bugungi kunda mehnat salohiyatini boshqarishning maqsadi korxonada mehnat resurslarini samarali tashkil etishni ta'minlashdan iborat. For example, the views of W. Grant and J. Smith state: "The function of personnel management is associated with the identification, evaluation, coordination and control of the human factor, which is a key element of

the management system of the enterprise." However, there are proponents of a broader understanding of the problem of labor potential. For example, Wandel French, a professor of management and organization at the University of Washington, is one of the most ardent advocates of the universal concept of human resource management. Genri Metgelfning "Personel boshqaruvi: uning tamoyillari va amaliyotlari" kitobida (birinchi marta 1920 yilda nashr etilgan) ta'kidlanganidek, o'z a'zolarining farovonligi haqida g'amxo'rlik qilishni o'z ichiga oladi. Then Henri Fayol's popular five-tiered management scheme (planning, organizing, managing, coordinating, controlling) is replaced by a more complex management process and a model of the interdependence of goals and resources of operations.

Human resource management has become an important organizational function, such as the development of finance and technology, and their leaders have become full members of the top management of many modern companies.

In short, knowledge has become a key factor in production due to its impact on society and the economy, while traditional factors such as natural resources, labor, and capital have become of secondary importance. But in our view, the possession of knowledge cannot be a productive force without man.

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