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## Labor Organization in Modern Enterprises

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**Abstract:** The article says that in the organization of labor in modern enterprises, the main focus should be on innovation and creativity. To do this, it is necessary to organize incentives for employees working with new technologies, to direct them to creativity.

**Key words:** Labor results, labor standards, labor organization, production management, employee motivation.

Mastering the basics of labor organization on the basis of modern scientific achievements and best practices will serve to ensure a high production culture among any professionals and improve the quality of labor organizers.

Labor standards are an important tool for production management. The formation and development of market relations in our country is exacerbated by the need to achieve high labor organization and scientific justification of labor standards, without which it is impossible to achieve competitiveness by legal means.

Frederick Winslow Taylor (1856-1915), an American scientist born in the late 19th century, was the first to combine the idea of rational organization of labor processes in the knowledge system.<sup>1</sup> Based on regular experiments, he sought scientific ways of working processes and obtained results.

The following scholars were included in the formation of the management system: Elton Mayo (1880-1949), Walter Dill Scott (1869-1955), Marie Parker Fellot (1868-1933), Abraham Maslow (1908-1970), Douglas McGregor (1906-1964), Henri Fayol (1841-1925), Max Weber (1864-1920), Peter Draker (1909). As mentioned above, there are great people who have understood the essence and content of this process and applied it in practice, successfully led various complex groups of people, inherited their experience and views to future generations, the study of which will undoubtedly have an impact on the development of modern management.

One of such people is Sahibkiron Amir Temur. We can learn of his rich legacy of governance from the historical literature. Amir Temur said, "If every governor is not as important as his whip, he is not worthy of a position. It shows that he paid special attention to his leadership position, to the management of a group of people. By reading "Temur Tuzuklari" it is possible to analyze the classical (linear) structure of management of complex organizational combinations. It is possible to get acquainted with the rich heritage of management of ancient complex organizations by getting acquainted with the materials of a number of scientific and practical conferences dedicated to the 660th anniversary of Sahibkiron Amir Temur in 1995-96. The choice of the innovative path of development of the Uzbek economy increases the need to study the processes of labor organization and the introduction of innovations. It is on this problem that scientists have expressed the following views. Heuristics is a well-known science of problem solving. In recent

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<sup>1</sup>Тейлор Ф. У. Принципы научного менеджмента. — М.: Контроллинг, 1991. — 104 с. — ISBN 5-7050-0281-5

years, the American psychologist A. Osborn proposed the method of compulsory solution of creative tasks proposed by Osborne in 1953 - brainstorming - is widespread.

This is how Mendeleev explains creative technology. "When someone is feeling in the dark, they hit something and tear their forehead or hit something useful. Someone else uses a small flashlight in the dark to provide light for himself. Its lantern lights up even brighter, and it turns into an electric sun that illuminates the entire surroundings. That's why I always ask you where your lantern is."<sup>2</sup>

The method of work, consisting of the most effective labor process technologies, actions and methods of workers in the performance of work, should be recorded in special documents - labor organization maps, maps of work methods and techniques, training and technological maps. Striving to match the results of their work to the results achieved by advanced employees and teams, and then to go beyond it, will lead to the emergence of new best practices in the same place or elsewhere. It is known that the existing advanced production practices in the enterprise are reflected in the change of labor methods and techniques, improvement of labor planning, organization, improvement of existing equipment, machinery, mechanization and technological processes, production management methods, economic performance. In addition, best practices can be reflected in the proposals of some innovators to improve the work of inventors. An example of this is the experience of many leading enterprises in various sectors of the macroeconomy to improve product quality and save raw materials.

For example, in the 70s and 80s, first of all, many new factors emerged in the content of labor. The new technology has created for the employee to perform the functions of control and management of the production process. The reason is that new techniques and technologies have often abandoned the old method of production, freeing it from direct participation in the creation of material products. So now we had to talk about craftsmanship or personal style that affects the quantity and quality of finished products, materials, semi-finished products.

The new stage of production automation has changed the quality of education in the training phase of employees, while at the same time in favor of improving the skills of young people. Nevertheless, the enterprises did not abandon any of the components of the previous wage bill, but only added it to a single wage, and thus the interest in the new technology increased.

Based on the above considerations, we propose the following:

- The organization of annual salary increases, taking into account the contribution of employees to the positive attitude to increase productivity in enterprises;
- staff staff who have helped to increase the use of new equipment
- but in a new way to distribute the increase in wages among employees,
- organize more incentives for young professionals in the use of new technologies.

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<sup>2</sup>Альтшуллерг.с. Алгоритмизобретения. М.: "Московский рабочий", 1969