

УДК:658: 6П9.85 (575.1)

ISSUES OF IMPROVING LABOR RESOURCE MANAGEMENT

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Annotation. The globalization of the economy places high demands on the use of labor resources. Human resources occupy the main place in ensuring the competitiveness of the enterprise and its products. The article examines the issues of human resource management and outlines ways to improve it.

Keywords: economy, globalization, enterprise, competitiveness, labor, labor resources, labor productivity.

In developing countries with high population growth, labor resources make up 50-55% of the population, and in some countries 61-62%. The share of labor resources among urban residents is higher than among rural residents. Labor resources are 62-65% of the population in urban areas, and 56-57% in rural areas. In 2023, the number of labor resources in our country will be 19.4 million. established a person. The main issue now is the effective use of available labor resources. To effectively use labor resources, it is necessary to improve their management.

The development of labor relations depends on the organization of the labor process and the effective use of available labor resources in this process. Based on the work carried out in these areas to date, the accumulated experience and a deep scientific analysis of socio-economic processes, based on the results of the study and analysis of the objective laws of the use of labor resources, drawing clear conclusions and developing proposals, identifying areas for the effective use of labor resources and creating an effective mechanism in this direction are the main ways to achieve success today. Labor resources are developing at different levels, and this development process is based on the mechanism for their effective use and a number of principles of modern management. In order to identify and effectively apply the principles necessary for managing labor resources, it is necessary to know modern laws and laws of management, conduct a deep theoretical and practical analysis of the processes of using labor resources, determine the place of labor resources in the system of economic relations and analyze their theoretical aspects. Only in this way will it be possible to achieve the effective use of labor resources and, as a result, ensure the development of the national economy and further improve the lifestyle of the population.

Effective labor creates the opportunity to increase incomes. During their activities, managers should be more involved in managing labor resources, organizing the effective work of employees and thereby ensuring that they receive more income.

By understanding labor and its essence, it is possible to improve labor resource management. Labor can be called a set of actions that have a socially beneficial result. Labor is necessary for economic activity to occur. Any production process consists primarily of the labor process. The labor process includes objects of labor, means of labor, and labor. Labor is a conscious activity of people aimed at a specific goal, as a result of which they create material goods and cultural wealth by changing and adapting existing things in nature to their needs. The nature of labor,

expressed in this way, remains the main condition for production in any human society. Without labor and the labor process, the creation of material goods, the implementation of the production or service process is impossible.

All things in nature that are directed by labor are called objects of labor. Whatever means people use to influence the objects of their labor, that is, the means of labor. The objects of labor and the means of labor together constitute the means of production. However, no matter how modern, developed, and perfected the means of production are, even if they fully meet the requirements of world standards, they do not come into action on their own. They come into action only after the addition of labor, that is, after combining with the labor capacity of a person, the labor process is carried out, and material goods are produced. Through labor, people spend their labor power in a useful direction. As a result of the useful actions of people, products are produced. The useless expenditure of a person's power is not considered labor. Labor is a function of labor power, and labor power is a person's ability and is inseparable from his body. Enterprises and organizations use the labor of others in order to organize their production or service process. Businesses buy and use labor because it can produce some kind of output. They constitute labor resources.

Labor resources are considered to be the working-age part of the country's population. There are different approaches to describing labor resources. First of all, a certain age of the population is taken into account, that is, different ages are set in different countries. The population between the working age and the retirement age is considered to be labor resources. In some cases, the population that has reached retirement age and is working but has not reached the working-age age is also included in labor resources. Labor resources are considered to be the working-age part of the country's population. In our country, women aged 16 to 55 and men aged 60 are included in labor resources. Men first join the labor resources as they grow older, and then (as they age) leave them. In most countries, including Uzbekistan, people aged 16-59 are included in labor resources. The growth of labor resources depends on population growth. The more young people in the population, the faster the labor resources grow. In the late 20th and early 21st centuries, the labor resources in Uzbekistan increased by about 320-350 thousand people annually. The bulk of them are those who have entered working age.¹

There are different views on labor resources. In particular, labor resources are described as social relations that ensure the production, exchange and use of labor. In particular, N.A. Volgin, Y.G. Odegov indicate that the sphere of labor resources should include not only the exchange of labor, but also the aspects of the production of labor potential, as well as the use of labor.² They pay less attention to issues of labor exchange, education and training, and personnel management in production. Utkin V.A. gives the following opinion on the composition of labor resources: "The basis of labor resources is the country's economically active population, which includes not only employed workers, but also the temporarily unemployed who cannot find work due to insufficient education and difficulty adapting to society."³ In our opinion, it is not necessary to single out the lack of education and the difficulty of adapting to the community. It can also be called the temporarily unemployed population.

¹ https://uz.wikipedia.org/wiki/Mehnat_resurslari

² «Экономика труда: социально-трудовые отношения» ред., Ю. Г. Одегов, Н. А. Волгин. <http://izbe.ru/book/24585-ekonomika-truda-socialno-trudovye-otnosheniya-n-a-volgin-yu-g-odegov-red/>

³ Уткин В.А. Трудоресурсы: структура и состав /Молодой ученый. 2016. № 10 (114) С. 911-914. — URL: <https://moluch.ru/archive/114/30216/>

A number of other scientists and specialists have expressed a number of opinions on labor resources. In particular, A.Ya. Kibanova indicates people with various qualities as labor resources. She “considers as labor resources the part of the population that has the ability to produce material wealth or provide services through its psycho-physiological and intellectual qualities, which has the ability to work”⁴.

Summarizing the definitions of “labor” and “labor resources”, we found it appropriate to give the following definition: Labor is a set of actions performed by people with a view to achieving a socially beneficial goal, while effectively using resources and demonstrating their knowledge and talents. In order to be labor, there must be actions that benefit society and people, and these actions must be aimed at the economical use of available resources. Actions that do not benefit society and people cannot be called labor. Labor is not a set of actions that are performed blindly in the current era of development, but actions that are performed using knowledge and talent. As a result of labor activity, material and intangible wealth is created in the country. The subject of this labor is directly a person, that is, labor resources. Labor resources are all people who are able to work and who are active in various sectors and industries of the economy. It is appropriate to say that people who are temporarily unemployed but have the ability to work are reserve labor resources. They are included in the labor force from the time they are employed. Management implements the management of labor resources and always tries to increase their effectiveness. Efforts to add reserve labor resources to the ranks of labor resources are constantly being made. The importance of labor resources has increased even more in the current period of economic development, only as a result of the effective operation of labor resources, it is possible to rationally get out of various risks, to create an opportunity to overcome in the competition. Any modern technique and technology cannot carry out competitive activities without labor resources.

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⁴ Кибанова А. Я. Управление персоналом: Учебно- практическое пособие — М: «ПРИОР», 1999. — 560с.



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