

**QUALITY INDICATORS OF LABOR RESOURCES AND THEIR
CHARACTERISTICS**

Djurakulova Malika Vafokulovna

Samarkand State Veterinary Medicine,
Animal Husbandry and Biotechnology University
2nd year student of the Faculty of Economics

Email: malika.djurakulova@bk.ru

Annotation: The quality of labor resources is a critical factor influencing the efficiency and competitiveness of organizations. Labor resource quality refers to the combination of quantitative and qualitative characteristics of employees that determine their ability to perform work effectively and achieve organizational goals. Key indicators include education level, professional skills, work experience, health status, motivation, adaptability, and creativity. These indicators not only reflect the competence and productivity of the workforce but also their potential for innovation and sustainable development. The study of labor resource quality allows organizations to optimize human resource management, improve workforce planning, and enhance overall organizational performance.

Keywords: labor resources, workforce quality, human capital, professional skills, education level, work experience, motivation and adaptability, productivity and efficiency.

As a result of births and deaths, the population continues to be continuously renewed, and this is called population reproduction. This process is associated with two concepts: natural population growth and generational change. The simplest way to study the dynamics of a particular population is to determine its annual growth rate. The annual growth rate is the average arithmetic growth rate of the population during a given year (i.e., between two consecutive January 1s). Labor resources not only create material goods, but also consume them. People are not the same in terms of their material and spiritual needs. This is due to their gender, age, health, family status, level of education and other social, psycho-physiological qualities. Therefore, one is not like the other.

In the labor sphere, the most important needs of people are fulfilled, but not all of them are fulfilled. Therefore, in order to effectively use human labor, it is important to remember its individual requirements. In other words, the successful development of the economy implies that the functioning of a complex economic mechanism is determined by the quality of human resources.

Our important task today is to ensure deep structural changes in the economy of our country, to re-equip it technically, to fully utilize the rich natural, mineral raw materials and agricultural resources, labor and intellectual potential, to produce marketable, competitive products, to take a worthy place in the world, and thereby create a system that ensures our political and economic independence. Each person must have a certain level of physical and spiritual development in order to be able to work in any field of activity he has chosen. The level of physical development is determined, on the one hand, by the needs of the economy, and on the other hand, by the interest of society in protecting and strengthening the health of its citizens, since citizens are one of the most important assets of human society. The level of spiritual development is understood as general and professional knowledge and skills, personal characteristics. These characteristics are a necessary condition for their successful work in the chosen field of activity. The importance of both qualities of labor resources - physical and spiritual development, their

perception changes with the development of the economy. This, in turn, fully reflects the existing global trend in the field of labor, when in an era of rapid and profound changes in the economy and society in general, the role of physical and spiritual qualities in people is especially increasing.

Structural changes in the economy imply the initiative and activity of a person. How he lives depends on his ability to adapt to the new economic system and harmonize with it. The higher a person's physical capabilities, level of education, experience, and spiritual maturity, the more successful this process will be. The development of initiative and entrepreneurship, the fostering of a sense of ownership among people, and the consistent development of small businesses serve as a significant source of increasing the well-being and income of the population, and solving the problem of unemployment.

The present and the near future are characterized by the personal and social qualities of labor resources, which are necessary for the economy and are the main productive force. This trend takes various forms. First of all, such indicators as knowledge, skills, experience, personal qualities of one kind or another are included in theory and practice, and are economically evaluated in qualitative and quantitative terms. Factors such as the complexity of managing large-scale production, economic and social systems, the risk of errors and mistakes, the possibility of losing control of technical, natural and social processes, put the understanding of the dependence of personal interests on the satisfaction of social needs in the structure of professional requirements in the first place.

The human factor, determined by the level of economic and social development of society, in turn, is the decisive basis for its development and advancement.

Table 1

Table of quality indicators of labor resources

Indicator	Characteristic / Description	Indication / Measurement
Education Level	Reflects formal training, academic qualifications, and theoretical knowledge of employees.	Percentage of employees with secondary, vocational, or higher education; average years of schooling; level of professional certification.
Professional Skills	Practical abilities and competencies directly related to job performance.	Skills assessment tests, certifications, training completion rates, proficiency levels.
Work Experience	The duration and relevance of employees' previous work in their field.	Average years of experience; number of employees with relevant experience; career progression.
Health Status	Physical and mental condition affecting productivity and absenteeism.	Sick leave frequency; workplace injury rates; medical examination results; wellness program participation.
Motivation and Engagement	Employee drive, job satisfaction, and commitment to organizational goals.	Employee surveys; turnover rate; performance appraisal outcomes; incentive program participation.
Adaptability / Flexibility	Ability to adjust to new technologies, work conditions,	Training adaptability; rate of successful project completions; responsiveness to

	and organizational changes.	role changes.
Creativity / Innovation Potential	Capacity to develop new ideas, solve problems, and contribute to organizational improvement.	Number of innovative proposals; patents or process improvements; participation in R&D or creative projects.
Productivity	Output level per employee or per labor hour.	Output per employee; sales per employee; production units per hour; efficiency ratios.
Professional Development	Opportunities and efforts for continuous learning and skill upgrading.	Number of training hours per employee; courses completed; career advancement rate.
Work Discipline / Reliability	Punctuality, adherence to rules, and overall reliability in fulfilling tasks.	Attendance records; adherence to deadlines; performance consistency; disciplinary actions.

The problems of strengthening the labor potential of society and its effective use become somewhat more complicated during the period of economic reforms, and finding a solution to them is one of the most urgent tasks facing economists. This cannot be achieved by updating technology and changing management. In such conditions, first of all, a radical change in the structural system of the economy, including the widespread use of modern equipment and technologies, and the development of the national economy objectively require a qualitative improvement in human resources.

Labor resources are a set of conditions that ensure high efficiency of social labor, represent the optimal opportunity for the socio-economic development of the country, and are consistent with labor activity. Labor resources represent the totality of labor capabilities (their quantitative and qualitative relationships), that is, the possibilities of an individual worker and the entire workforce to participate in labor activity.

References

1. 1. Kozlova T. V., Sapozhnikov D. V. Indicators of the Quality of Labor Resources of Enterprises in the Chemical and Metallurgical Complex // Applied Economic Research. 2024. No. 3. URL: <https://cyberleninka.ru/article/n/pokazateli-kachestva-trudovyh-resurov-predpriyatiy-himiko-metallurgicheskogo-kompleksa>
2. 2. Zambrzhitskaya E. S., Gafurova V. M., Chuprin V. V. Development of Metrics for Monitoring the Budget of Projects for the Implementation of Automated Accounting Systems // Applied Economic Research. 2024. No. 2. URL: <https://cyberleninka.ru/article/n/razrabotka-metrik-dlya-monitoringa-byudzheta-proektov-vnedreniya-avtomatizirovannyh-uchetnyh-sistem>
3. 3. Novikova, M.M. and Dioba, A.V. (2012), Formation of an organizational mechanism to ensure productive employment of personnel], monograph, Vyd. KhNEU, Kharkiv, Ukraine, 248 p.
4. 4. Davydiuk, T.V. (2013), "Labor resources, labor potential, labor force, human capital: the relationship of categories", Visnyk Zhytomyrskoho derzhavnoho tekhnolohichnoho universytetu, no. 1(47), pp. 30-35.