

LABOR ORGANIZATION AND MANAGEMENT

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Annotation: Organization of work - procedures and principles of organization of work process elements in the enterprise based on theory and practice. The economic task of labor organization is the rational use of human and material resources in the national economy, increasing product production and its quality; sanitary-hygiene and psycho-physiological tasks of protecting the health of workers, ensuring compliance of working conditions with established standards and norms; social tasks include the development of the content of work, its creativity, the spiritual maturity of people, and the organization of their social protection; organizational tasks include ensuring compliance with ergonomic requirements in the organization of each workplace.

Keywords: labor, work, job, place, usual.

Initially, the American engineer and scientist F.W. Taylor (1856-1915) gave a practical basis to the problem of "scientific management" of labor and published the basic rules and principles of his concept as "Factory Management" (1919) and "Principles of Scientific Management of the Enterprise" (1911). described in his works. Later, American F. K. Gilbert (1868-1924), H. Emerson (1853-1931), Henry Ford (1863-1947) also contributed to the solution of this problem.

Organization of work. — is divided into the organization of labor relations and the organization of material elements of labor. Each of these levels is associated with concepts such as division of labor and corresponding labor cooperation. Labor organization in market economy conditions. is implemented on the basis of the following principles: personal development (ensuring the development of individual quality indicators in each person); safety (employee is sure of safety in his workplace, which guarantees his health, income, employment); ad o lat (representation of the interests of each worker in the enterprise's labor results). Work, initially, requires organization according to human capabilities and professional training, depending on the composition, content, volume and intensity of work, the level of use of working time and the complexity of equipment. Organization of working conditions is related to activities such as rest and work regime, improvement of production culture. Organization of work. in the system, issues such as selection of personnel based on professional requirements, consideration of personal qualities, training, placement of personnel, improvement of qualifications are solved. It is especially important to ensure the socio-economic incentives of work, the participation of employees in team management; workplace equipment - special attention is paid to the optimal placement of all basic and auxiliary technology equipment, devices, tools, work furniture and special devices.

Discipline is an important aspect of labor organization. The union of people's work, actions and aspirations to achieve the set goal, arriving and leaving the workplace on time, as well as compliance with the specified technology, ensuring the quality of products, work regime in production, striving to increase labor productivity are part of the requirements of the institution. Labor organization unites hundreds and thousands of employees into a single team working according to a common plan and striving for a common goal. Application of the most advanced methods of labor organization and

correct organization of labor is one of the main factors of overcoming the competition in the conditions of the market economy; it opens the way to increase the efficiency of production in enterprises.

Organization of work in an enterprise is a system of interaction of employees with the means of production during the work process.

Labor organization system:

Selection training and qualification improvement of employees;

Division of labor;

Labor cooperation;

Organization of workplaces;

Development of rational methods of labor activity;

Establish reasonable labor standards;

Creation of safe working conditions;

Paying for work and financial incentives;

Labor planning and accounting;

Establishing labor discipline;

2. The process of labor management is a complex of interrelated costs that are continuously and consistently performed by the leader for the formation and use of labor resources in the organization to achieve their goals, these actions are called management tasks, so the process of labor management takes all the tasks. are independent economicized and separated types

There are five general tasks of labor management:

Planning (choosing goals and an action plan to achieve them);

Organization (distribution of tasks between departments or employees and establishment of cooperation between them);

Motivation (encouraging performers to implement planned actions and achieve set goals);

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