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I. Muhtorov

Tashkent Institute of Finance
Student

H. Sultonaliyev

Tashkent Institute of Finance
Student

D. Boysunova

Tashkent Institute of Finance
Student

S. Kosimova

Tashkent Institute of Finance
Teacher

THE MAIN PSYCHOLOGICAL CHARACTERISTICS OF LABOR POTENTIAL

Abstract: The article investigates the psychological factors of the labor potential of the enterprise. They prefer to recruit staff from outside, which helps in closing of short-term goals, which leads to doubts on the possibility of further improving the dynamic of company. The theoretical aspect highlights the phenomenological description of the structure and psychological model of labor interests. The practical aspect proves the relevance of the influence of the workers' labor interests on their labor activity and productivity. Sound approach to the development of internal staff and using of their best qualities in the work, will certainly lead to the successful development of organization in the future.

Key words: labor potential of the organization, the formation of professional capacity, capacity building within the organization, the potential of employees.

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Introduction

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Economic growth of any business entity primarily is due to labor potential (LP) as an integral part of the economic potential. Labor potential, with one parties - this is an integral characteristic of the able-bodied population, and on the other hand, it is very important and an integral part of human potential (HP). The social essence of man allows him to transform not only the natural environment in order to

provide more optimal conditions of his life, but also of himself.

At the same time, a person as a social being receives the opportunity to be realized in labor activity, in social activities, in family life, and each a person, being a person, has his own inner the world. It is personal characteristics that determine the potential person. Accordingly, the realization of its potential occurs in working, social and family life. In other words, initially of course, in the socio-economic development of society the main role is played by labor, which "represents appropriate human activities

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aimed at production of goods and services related to mental and physical effort and acts as unique factor production process” [14, p. 17]. Moreover, “the goals of labor activities are set by society ... the needs of society form, define, direct and regulate” [16, p. 23]. In relation to labor activity, the human life cycle can conditionally be divided into three stages: pre-labor, labor and post-labor. Age limits of working age established by state legislative acts and historically, as socio-economic changes conditions, these boundaries also changed. It should be emphasized that the working ability of citizens is associated with above age conditionally, because, despite the fact that Uzbek law sets a lower age limit for employment, under certain conditions, people can work from 14 years. Persons with a certain disability which can be allowed to work depend on the state of their mental and physical health, as well as abilities and skills.

Methods and materials

General disability is a person’s ability to perform work under ordinary conditions that does not require special training; Professional - the ability to perform work on specific profession (position). Sometimes doing professional responsibilities occurs in production deviating from normal conditions, for example, in special climatic conditions, in such cases more than just professional and special disability. At all stages of the life cycle, a person has human potential, an integral part of which is labor potential. The emergence of the term "labor potential" is associated with the fact that the 1970s. in economically developed countries, man has become be considered as a subject with its own needs and interests in the world of work, and to characterize a person as labor resources and labor, began to use the term “labor potential”. In the domestic scientific literature, the term “labor potential ”gained distribution in the 1980s and has various interpretations. Most often it is considered as combination demographic and socio-economic characteristics, as well as professional and physical qualities of the working population. The concept of "labor potential":

- Currently available and foreseeable in the future labor opportunities, characterized by the number of able-bodied population, its vocational and educational level, other qualitative characteristics [9, p. 354];
- These are specific workers, the degree of possible use of which in production is known [15, p. 37];
- is a concept that includes both implemented and unrealized opportunities of human resources from the point view of social production [14, p.18].

The labor potential of an individual worker is “his possible labor capacity, his resource opportunities in the field of labor”, which during practical activities are often not fully utilized. Since the labor collective

of the enterprise is occupied by him workers, then "under the labor potential of the enterprise implies his total labor capacity collective resources in the field of payroll the composition of the enterprise, based on their age, physical abilities, available knowledge and professional qualifications” [5, p. 94].

In this aspect, labor potential human characterizes a qualitative assessment of the intellectual and physical abilities of the individual, as well as the level of development self-awareness and moral qualities in relation to labor human activities.

The labor potential of the employee (person) is the initial structure-forming unit of labor potentials of higher structural levels (enterprise, region, etc.) and includes both realized and unrealized possibilities of human resources in terms of social production [16]. The labor potential of an individual employee has only quality characteristics.

The concept of "mental development" includes both the features of the intellectual sphere, and so the personality as a whole. It should be noted that intelligence is an individual characteristic of a person, which is largely due to its biological (congenital) features and characterizes its ability acquire new knowledge and solve diverse intellectual tasks. In the framework of the problem under consideration the intelligence of a particular employee can be represented in the form of his intellectual potential successful performance of specific professional duties. Personality is a social characteristic of a person. Within the problem under consideration, personal potential characterizes, first of all, the possibility of successful adaptation of a person to specific social conditions of professional activity. The psychological potential should include both individually psychological and personal characteristics of the employee. Among these characteristics include: mental health and level of mental development (including intellectual development and personal adaptive potential), features worldview and motivation. It should be noted that the definition of mental health criteria is one of the complex problems of philosophy, sociology, psychology, medicine [8, p. 301]. In relation to labor potential employee's worldview includes the level of civic consciousness (i.e., understanding of socio-political processes, basic civic values) and professional ethics (first of all, the degree of mastering the norms of attitude to work). Each individual person is an individual, because it has a unique combination of physiological and personality traits. That is why people do the same work perform with varying degrees of success. It should be noted that for successful professional activity a person must possess relevant qualities that to one degree or another characterize the level of development of the above potentials. AT psychology, these qualities are called professionally important qualities (PIQ). In all likelihood, in assessing the labor potential of a person

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as an employee of an enterprise, one should analyze the conformity of the requirements of the profession to the level development of professionally important qualities of the employee who determine the possibility of successful work. In psychology, understanding is widespread.

Categories of "ability" are formulated by B.M. Teplov [11], who identified three main features of the concept of "ability":

- firstly, abilities are understood as individual psychological characteristics that distinguish one person from another. In this case, one should distinguish abilities from properties in respect of which all people are equal;
- secondly, not the entire list is called abilities individual characteristics, but only those related to the success of any activity or several activities;
- thirdly, the concept of ability is not limited to the knowledge, skills or abilities that a person has developed in the course of life. As noted above, the labor potential of an individual employee is characterized by a combination of various qualitative characteristics. Qualitative assessment of the labor potential of an individual employee on the current stage can only be performed by specialists'

psychological services. Labor potential of an enterprise (region, countries) is characterized not only by quality, but also quantitative indicators, such as the number of labor resources; distribution by profession, type of activity, territories, sectors of the economy; efficiency of use labor resources, the proportion of the economically active population in the number of labor resources, as well as the share of employees in economically active population, etc.

Conclusion

As a review of scientific sources has shown, most authors' assessment of labor potential focuses mainly on quantitative indicators, not considering that in conditions the transition of the economy to an innovative development path is profitable qualitative characteristics of the labor potential of the enterprise (region, country) are strategic advantages. In conclusion, it should be noted that only effective use of labor potential at all structural levels economics can create the conditions for socio-economic development.

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