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ICV (Poland) = 6.630
PIF (India) = 1.940
IBI (India) = 4.260
OAJI (USA) = 0.350

SOI: [1.1/TAS](#) DOI: [10.15863/TAS](#)

International Scientific Journal Theoretical & Applied Science

p-ISSN: 2308-4944 (print) e-ISSN: 2409-0085 (online)

Year: 2020 Issue: 02 Volume: 82

Published: 29.02.2020 <http://T-Science.org>

QR – Issue



QR – Article



Oydin Davronovna Hamrokulova
Samarkand economy and service institute
Department of “Banking and savings business”,
associate professor,
candidate of economical sciences
oydin_hamrokulova@mail.ru



Shaxnoza Salimovna Djalilova
Samarkand state architectural-building institute
Senior teacher
djalilova_shaxnoza@mail.ru

ANALYSIS OF INDICATORS OF EFFICIENCY OF LABOUR

Abstract: In this article theoretical are analyzed the essence and a method of definition parameters of efficiency of labour.

Key words: efficiency of labour, productivity of labour, quality of labour, potential, labour discipline, workability, wage.

Language: English

Citation: Hamrokulova, O. D., & Djalilova, S. S. (2020). Analysis of indicators of efficiency of labour. *ISJ Theoretical & Applied Science*, 02 (82), 749-752.

Soi: <http://s-o-i.org/1.1/TAS-02-82-136> **Doi:**  <https://dx.doi.org/10.15863/TAS.2020.02.82.136>

Scopus ASCC: 2000.

Introduction

The concept «efficiency» with reference to manufacture and labour activity is frequently defined as a ratio between expenses and results. It elucidates us that the given definition reflects a private case of efficiency, which is one of its possible expressions. Optimization of a ratio between expenses and results acts as a criterion of economic efficiency of manufacture. If we mean production efficiency as a whole in combination with its economic and social sides, in our opinion, definition of efficiency is more preferable as degrees of achievement of the purpose and set of the purposes. Such approach is applied at an estimation of technical and economic development of a society, as reflected in corresponding with methodical development. However, it possesses certain limitation, if there is a necessity to measure in a more common language in regard with social and economic value of processes. First of all, it is represented that comparison of results and expenses should precede the understanding importance of the fact about achieving certain results answering to the purposes of public progress. It is also important to take into account the time necessary to achieve the purpose.

Materials and Methods

Thus, criteria of efficiency of labour, manufacture, management, scientific and technical progress should be counted as a degree of achievement of the certain economic and social purposes. Accordingly, efficiency should be examined from two sides - economic and social[1]. In addition to the aforementioned, we consider necessary to note that it is impossible to reduce economic efficiency to a ratio between expenses and results. On the other hand, the decision of the certain social tasks requires an estimation of expenses necessary for it. Therefore, efficiency is defined as common and a whole: 1. a degree of the solutions to the certain economic and social tasks, achievements of the certain economic and social purposes; 2. a ratio between expenses for achievement of the set purposes and the received results.

The second reflects a «price» of achievement of those or other purposes, economic and social. The estimation of efficiency from a position «expenses – results» represents the greatest complexity and can not always be accepted.

As a general parameter of efficiency of labour appears, first of all, parameter of productivity of labour. The given parameter is treated differently. So, for example, L.A.Kostin distinguishes concepts «efficiency of labour» and «efficiency

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of production», thus he marks that economic efficiency of labour characterizes the relation of the received result to the expenses of labour and economic efficiency of production - to all kinds of expenses, including material and financial[2]. As the major parameter of efficiency of labour, the given author considers productivity of labour, thus connecting it only with expenses of live labour.

Other authors, for example, Yu.G.Odegov[3], distinguish productivity of an individual with public labour. The first is connected with expenses of live labour and the second - with expenses live and realification labour. More definite approach is stated in the book of K.H.Abdurahmanov «Economy of labour»[4]. K.H.Abdurahmanov connects distinctions between individual and public productivity of labour with a level of public division of labour. He considers individual productivity of labour corresponding with individual resolving labour and public productivity of labour - to area of the common and private division of labour. The author suggests dividing individual and the public productivity into two kinds: productivity of live and cumulative (alive and realification) labour.

In practice individual and public productivity of labour are connected mainly with expenses of live labour and estimated in relation to numerosity occupied (at the enterprise or in a national economy as a whole)[5]. From the point of view of accounting social factors, such approach to estimating productivity of labour is, probably, more preferable.

The analysis of productivity of labour or other reflecting parameters does not exhaust the problem about researching social factors for efficiency of labour. The concept of «efficiency of labour» is wider in comparison with the concept of «productivity of labour». First, the concept «efficiency of labour» reflects efficiency of labour in all spheres and branches of manufacture, whereas productivity of labour characterizes productivity of labour in sphere of production of goods. Besides, efficiency of labour is estimated by much wider system of the essentially different parameters depending on a level of economy (workplace, the enterprise, branch, national economy as a whole), among which productivity of labour though concern to number of the most significant, but it is not the only thing. So, for example, at a level of workplace besides the level of performance norm of manufacture as parameters of efficiency of labour can appear: quality of work, observance of terms of execution, ensuring trouble - free operation, observing the normative technological operating modes of the equipment and others.

The role of a parameter productivity of labour in researching social factors is twofold. First, the parameter productivity of labour represents itself as one of the parameters of efficiency of labour, with the help of the estimated measure of influence of this or that factor is. Second, the parameter productivity of labour is a basis for

calculation of economic efficiency of enclosure in social factors from the position of «expenses – results»[6]. Its complexity is caused by the absence of enough proven techniques, allowing with necessary accuracy to estimate a measure of influence of this or that factor on growth productivity of labour.

The system of criteria and parameters of efficiency of labour should differ depending on a level of research, as for each level is peculiar to the special system of the purposes. So, the criteria - purposes of efficiency of labour can be submitted in the following kind: 1. growth of manufacture of material benefits and services, improvement of their quality and assortment at reduction of expense labour unit manufacture; 2. improvement of hygienic labour conditions; 3. rational use and development of labour potential of a society; 4. overcoming social heterogeneity of labour.

The first of these criteria reflects economic efficiency of labour, the other three - its social efficiency. Division of efficiency of labour into economic and social is derived from the circumstance that the result of labour is both creation of a product and reproduction of the worker, the subject of labour. The last also makes a sense of social efficiency of labour. As our task is to show the role of a person in the development of manufacture and value of social reserves of economic growth, the social effect is also considered by us not in itself and in its return influence on economic effect. Thus a link between social and economic effect is the labour potential, as the reproduction and development process of labour activity of the worker (that is social effect of his labour) further becomes the factor of economic efficiency of his labour.

Thus, both kinds of efficiency possess internal unity, have the common character. Economically and socially effective is, in the final account, labour activity, which provides full usage, development and reproduction of potential labour of workers and their groups. Distinction between two kinds of efficiency will be, that in one case development of labour potential acts as the factor, and in the other case - as a result of labour, its effect.

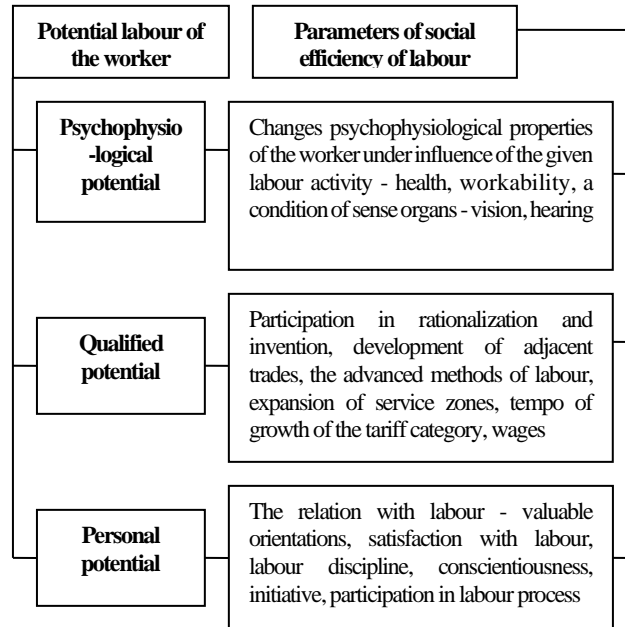
As the task of the true research - to consider efficiency of labour in a workplace, it is expedient to us to use such parameters of economic efficiency which open a degree of achievement of the purposes or results of labour of the separate worker: manufacture in natural expression or a level of performance of norm manufacture (or production targets), quality of production or labour, economy of materials, a degree of the savings of technics, etc.

Results

For the account of social efficiency of labour of workers, we believe it is expedient to use the parameters reflecting a measure of use and development of potential labour of the worker in all three components (pic. 1).

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Pic. 1. Parameters of social efficiency of labour on a level of a workplace

In the parameters pic. 1, parameter development of qualified potential and personal potential possess the certain unity - they reflect a degree of activity of the worker in labour. We connect the necessity of their differentiation that parameters of development of qualified potential have rather rigid connections with a qualification level of workers, which reflects labour activity of their most qualified part. At the same time parameters of development of personal potential reflect activity of the workers possessing different qualification.

The question about parameters of development of personal potential demands special consideration. It is known that studying social factors of efficiency of labour was, for a long time, carried out within the framework of research with relation to labour, which was their compound part, therefore, in the sociological literature these concepts practically are not divided and opened at an empirical level with the help of the same parameters - performance of norms, quality of labour, participation in rationalization and invention[7]. However these concepts are not identical to each other. First of all, they cannot be considered as parameters in relation to labour parameters of economic efficiency of labour. We believe that parameters in relation to labour coincide with parameters of social efficiency of labour in that part which concerns development of personal potential.

From our point of view of parameters of the relation to labour, those real displays of people which reflect social effect of labour in its part which are connected with personal potential. Thus, it is possible to relate labour discipline, conscientiousness, responsibility, initiative, participation in socialist competition, in labour process. Parameters of participation in rationalization and invention, expansions of zones of service cannot, in our opinion, unequivocally be treated as parameters of the relation to labour, as determinative factors in this case represent development of qualified potential of workers.

Use of this or that system of parameters in relation to labour depends on from what point of view relation to labour is considered - as a social factor of efficiency of labour or as its social effect. If we study influence in relation to labour on efficiency of labour, that is, to consider the relation at labour as the factor of efficiency of labour, it is expedient, apparently, to be limited parameters of valuable orientations and satisfactions with labour.

Valuable orientations of the worker represent a basis, on which its relation to labour is formed in general and in the given concrete manufacturing situation. Research of valuable orientations assumes studying a ratio between various components in relation to labour, that is definitions of the importance of separate groups of workers of those or other motives of labour activity. As the main making motives follows, in our opinion, to consider[8]: 1) the relation to labour as to sphere of the appendix of abilities - interest in the contents of labour, opportunities of creativity, initiatives; 2) interest as a result of labour; 3) the relation to labour as to means of a life; 4) the relation to labour as to sphere of ability to live - social and economic needs (material interest), norms in the field of hygienic conditions, regime and the organization of labour.

All listed relations to labour are significant, therefore, to estimate character of labour motivation the matters are not of absolute importance to this or that motive, a ratio between separate elements of labour motivation, its structure.

Material interest of the worker in the labour in modern conditions get special value. Increase of a material interest in labour collectives and separate workers - the important lever of growth of efficiency of labour and efficiency of production.

The recognition of a role of a material interest contains in works of K.H.Abdurahmanov, V.I.Bretev, G.E.Slezinger. Labour should satisfy human needs not only by the creation of consumer cost, but also for the founder - to compensate labour, which should provide reproduction of the spent

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worker force. In this the fundamental importance of the material compensation is an absolute connection, acting more often in the form payment wage, as factor for coefficient labour[9], [10].

The above - considered elements of the relation to labour reflect a system of basic needs of the person in sphere of labour. The degree of satisfaction of these needs for a concrete manufacturing situation causes a level of satisfaction labour. The common satisfaction labour and separate satisfaction with elements of an manufacturing situation are distinguished - the contents of labour, material stimulation, regime and conditions to labour. The analysis of satisfaction labour covers, as a rule, two groups of problems. The first group will consist the definition of communication between satisfaction and efficiency of labour. The second group is directed to study factors for satisfaction with labour.

Discussion and Conclusion

As a task of the present article - allocation of the most significant social factors for labour efficiency, it is necessary

to define a place and a role, on the one hand, the factors reflecting qualified potential of working, on the other hand, - the above - mentioned elements of the relation to labour and their influence on efficiency of labour.

The result of the theoretical analysis of the research consists of the assumption of higher importance of qualifying factors and labour conditions in comparison with other factors at a level of a workplace. Qualifying factors can be divided into three parts:

1. qualifying labour is the important factor of labour efficiency of workers, to relatives on the value of labour conditions;

2. qualifying labour is the factor, more significant in comparison with the contents of labour, its creative opportunities;

3. the factors, reflecting qualified potential of workers, are more significant from the point of view of labour efficiency, rather than valuable orientations and satisfaction of workers with the labour.

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