



PROMOTION OF LABOR PRODUCTIVITY GROWTH IN THE ENTERPRISE AS A BASIC CONDITION.

Sodikova Nigora Torayevna

Asian International University

Teacher of the "Economics" department

Annotation Incentives drive these managers into trouble because desires and intentions are not motivated without direct action. They are carried out only based on the results of the work and the behavior of the employees. Beyond that, there are theories of why and how to motivate people, and these theories differ in providing managers with ways to achieve effective results. Currently, new and old theories are systematically studied, and ideas about motivation and its application are being combined.

Key words: Motivation, manager, workforce, competence, motivation, need, personal growth, sense of belonging.

Motivation is not only an effect on the level of performance of one employee, but it affects all employees of the enterprise. There are two factors of motivation, "talent" and the ability to achieve a higher level through behavior, i.e. "ability". Motivation, talent and ability factors are always interconnected. Because capable and talented workers are encouraged.

If any of these three factors is weak, the work will be slow and vice versa. The effective use of each individual employee depends on his ability to perform the required work. The term "ability" means the presence of professional qualifications, sufficient level of physical strength and endurance, learning ability, general culture, and so on.

Currently, in developed western countries, much attention is paid to the adoption of ethical codes of conduct. These codes help the employees of the organization to behave ethically, that is, they see the possibility of applying generally accepted

ethical principles to the activities of the organization. Despite being called a code, it is not officially binding because no one can be forced to be moral by command.

Inaccuracies in the production of project-estimate documents in the enterprise should not be allowed. For example: It is necessary to ensure that construction norms and regulations are produced strictly based on state standards and scientifically substantiated, otherwise it is natural that other contractor construction organizations will face irreparable problems due to the mistake of the enterprise.

It follows from the above that personnel policy is one of the main factors for the successful operation of enterprises in all countries. In our opinion, enterprises in our country are no exception. In addition to mastering the achievements of advanced foreign enterprises, they should improve their personnel policy, pay attention to the growth of employee qualifications and the quality of work-related life. In addition to the independence of enterprises, shareholding forms of enterprise and production management, as well as developing market relations in the economy contribute to the successful solution of these tasks.

The employee's interest in the field in which he works, enjoyment of his work, the importance of the result of his work for society, and the reputation of his company play an important role in motivation.

It provides full opportunities to all members of the enterprise to exercise their right to work according to their qualifications, regardless of their age, general education, nationality and religious belief.

Regardless of the activity of each employee, his labor income is determined by the employee's personal contribution in the field of work.¹ Har qanday korxona va tashkilot quyidagilarni o'z zimmasiga oladi.

- The form and system of payment for labor, the order of the working day, payment for the fulfillment of some urgent orders during non-working hours, holidays and holidays.

- Defines the work of employees according to their specialty according to the unified tariff classification reference, assigns occupational categories to employees and determines salaries based on these categories
- Along with revising the rules of remuneration, it introduces new forms of remuneration that envisage strengthening the dependence of work on the results of the work.
- Providing annual paid vacations.

1. Busy handling urgent and urgent orders

introduces the payment of work pay to employees as an exception.

2. The goal of improving labor standardization: the main task is to perform measures that ensure the growth of labor productivity in a timely manner.

3. According to the labor law of the Republic of Uzbekistan:

- Employees may be temporarily transferred to another job in cases where production requires it;
- The pay for overtime work should not be less than double. Or, at the employee's discretion, a day off is given and a contribution is paid.

4. In the field of rewarding employees:

- 2-3 of the monthly salary in connection with the increased implementation of the production plan and income up to the amount of the award will be allocated.

In other words, motivation is to direct the activity of people in accordance with the goal by spiritual means. It is related to satisfying a specific need. And the need is manifested in reasons.

In addition to material needs, people also have socio-social needs, which include acquiring knowledge, improving their cultural level, acquiring skills and abilities, and leading a healthy life and living a long life. These needs are met by providing various intangible services. In general: The need is strictly stratified, that

is, it depends on people's habits, tastes and mentality, age and gender, marital status and nationality, work and living conditions.

More importantly, diverse activities and coordinated management are required to meet diverse needs.

Improvement of the employee motivation system in the enterprise should be carried out in the following directions:

- Financial incentives.
- Moral stimulation and social protection of employees.
- Based on the seasonality of the work process, create opportunities for efficient organization of work and constant improvement of the skills of employees.
- Involvement of employees in making management decisions in enterprises.

Economic factors:

I. Salary is the main economic factor in stimulating the results of the work of employees. According to the recommendations of the XII International Conference on Labor Statistics, the salary includes the following elements:

1. Wages paid for normal working hours.
2. Additional pay for working overtime and holidays.
3. Additional pay for shift work, night work, etc. (which are not considered overtime work).
4. Production awards and the like.
5. Other regularly paid premiums.
6. Rewards paid directly by the employer.
7. Cost-of-living or cost-of-living allowances.
8. Additional fee for housing rent paid directly by the employer.

II. Full and partial forfeiture of fine or reward. Motivating employees is not only about giving rewards, but also fairly punishing employees who fail to perform their duties or violate work discipline, which encourages them to improve their performance.

Non-economic factors:

- setting specific and clear goals for employees to improve their performance.
- creating decent working conditions.
- expanding the scope of employees' work.
- to enable employees to approach work creatively.
- enriching the work of employees.
- it is possible to improve the effectiveness of employee motivation by improving factors aimed at enriching work and increasing employee involvement, such as giving employees a decisive voice in solving social issues, involving employees in making management decisions.

It is appropriate to obtain the annual financial results of the enterprise as the main criterion for motivating the managers of the enterprise. We believe that it is necessary to improve the skills of employees by organizing events such as theoretical and practical training courses, experience exchange courses, in order to meet the needs of employees. An important factor in motivating employees is the reputation of the enterprise, the economy of the labor process, design, compactness and neatness.

In motivation, each employee should be approached individually, because he is a separate person with his world view, thoughts, capabilities, needs and the level of these needs. In this regard, the following are recommended for the improvement of the employee motivation system.

Table 1.
Means of motivation

№	Motivation tools	Motivational factors
1.	Labor force	- compact workplace
		- reputation of the enterprise

2.	Encouragement	- good salary - fair incentives commensurate with work - social conditions (medical service, cultural recreation)
3.	Security	- labor safety - feeling the need for the enterprise - respect, recognition by colleagues and superiors
4.	Personal growth, advancement	- an opportunity for training - initiative, opportunity to show oneself and try - rise up the career ladder.
5.	A sense of belonging	- taking into account the opinion of employees by the management - to have information about the company's activities and plans
6.	Interest and motivation	- interesting and enjoyable work - high seasonality - competitive result - a fun and challenging goal

In the company's employee incentive system, the criterion of creative activity should be the main criterion. Employees should always be financially and morally motivated for their success. In order to effectively use these employees, it is necessary to organize the work in such a way that creative people do not often take on new tasks, and at the same time, it is necessary to avoid spending a lot of time on one problem.

Motivation is a general economic category and occupies an important place in the system of economic relations. Motivation is the power of perceptions and feelings that help people strengthen their will and motivate them to act.

Statements:

1. Bakhridinovna, A. N., & Kizi, R. N. O. (2021). The impact of the digital economy on resource consumption.
2. Nafisa, R. (2024). THE ROLE OF THE MODERN MANAGER IN THE ECONOMY. *Gospodarka i Innowacje.*, 49, 148-154.
3. Raxmonqulova, N. (2023). THE DEVELOPMENT OF CRYPTOCURRENCIES IN THE DIGITAL ECONOMY. *Modern Science and Research*, 2(10), 192-194.
4. Ruzmetov, B., Jumaeva, Z. K., & Xudayarova, M. (2021). International experience in attracting foreign direct investment. *International Journal on Economics, Finance and Sustainable Development*, 3(4), 38-43.
5. ЖУМАЕВА, З. СТРАТЕГИЧЕСКИЕ НАПРАВЛЕНИЯ ФОРМИРОВАНИЯ ТОЧЕК ПРОИЗВОДСТВЕННОГО РОСТА В БУХАРСКОЙ ОБЛАСТИ. *ЭКОНОМИКА*, 4, 455-458.
6. Жумаева, З. К. (2023). Потенциал инвестиционной стратегии развития региона. *Gospodarka i Innowacje.*, 41, 333-337.
7. Jumayeva, Z. (2024). THE NEED FOR AN INNOVATIVE APPROACH IN MANAGING ORGANIZATIONS. *Modern Science and Research*, 3(1), 557-562.
8. Ruzmetov, B., Ruzmetov, S., Bakhtiyarov, S., Dzhumaeva, Z., & Juraev, K. (2023). Formation of supporting points for production growth based on diversification of the regional industry. In *E3S Web of Conferences* (Vol. 449, p. 01001). EDP Sciences.
9. Jumayeva, Z. Q. (2024). METHODOLOGY OF DEVELOPMENT OF COMPREHENSIVE DEVELOPMENT PROGRAMS OF THE REGION BASED ON THE ACTIVATION OF INVESTMENT PROCESSES. *EUROPEAN JOURNAL OF BUSINESS STARTUPS AND OPEN SOCIETY*, 4(7), 137-140.

10. Hakimovich, T. M. (2024). IQDISODIY NOCHOR KORXONALARNI MOLIYAVIY SOGLOMLASHTIRISHNING MOLIYA-KREDIT MEXANIZMLARINI TAKOMILLASHTIRISH.
11. Hakimovich, T. M. (2024). KORPORATIV KORXONALARDA ISH O'RINLARINI YARATISH VA BANDLIKNI TA'MINLASHNING SAMARALI USULLARI.
12. Hakimovich, T. M. (2024). MINTAQALARDA TADBIRKORLIK FAOLIYATI RIVOJLANISHIGA INVESTITSIYA JALB QILISH.
13. Hakimovich, T. M. (2024). ZAMONAVIY MENEJMENT YONDASHUVLARI ASOSIDA XALQ TA'LIMI TIZIMINI BOSHQARISHNI TAKOMILLASHTIRISH.
14. Hakimovich, T. M. (2024). XIZMAT KO'RSATISH SOHASI RIVOJLANISHINING IJTIMOIIY-IQTISODIY AHAMIYATI VA TAMOIYILLARI. Gospodarka i Innowacje., 48, 341-347.
15. Toshov, M. (2024). IMPROVING PUBLIC EDUCATION SYSTEM MANAGEMENT BASED ON MODERN MANAGEMENT APPROACHES. Modern Science and Research, 3(6), 716-722.
16. Toshov, M. (2024). WAYS TO DEVELOP AGROTOURISM AND ITS INFRASTRUCTURE IN POST-PANDEMIC CONDITIONS. Modern Science and Research, 3(6), 723-729.
17. Toshov, M. (2024). EFFECTIVE METHODS OF CREATING JOBS AND PROVIDING EMPLOYMENT IN CORPORATE ENTERPRISES. Modern Science and Research, 3(6), 710-715.
18. Toshov, M. (2024). ATTRACTING INVESTMENT TO THE DEVELOPMENT OF BUSINESS ACTIVITIES IN THE REGIONS. Modern Science and Research, 3(6), 696-702.

- 19.Sodiqova, N. (2024). THE MAIN STAGES OF THE INNOVATION PROCESS IN THE ENTERPRISE AND ITS MANAGEMENT. Modern Science and Research, 3(6), 703-709.
- 20.Sodiqova, N. (2024). MANAGEMENT OF INNOVATIONS IN ENTERPRISE ACTIVITY OPPORTUNITIES TO USE FOREIGN EXPERIENCE. Modern Science and Research, 3(6), 688-695.
- 21.Sodiqova, N. (2024). THE MAIN METHODS OF SELECTING INNOVATIVE PROJECTS. Modern Science and Research, 3(6), 682-687.
- 22.Turayevna, S. N. (2024). THE ESSENCE AND CONTENT OF THE CONCEPT OF EMPLOYEE MOTIVATION IN BUSINESS MANAGEMENT. Gospodarka i Innowacje., 48, 554-558.
- 23.Sodiqova, N. (2024). KORXONALARDA INNOVATION LOYIHALARNI BAHOLASH TARTIBI VA TANLASH USULLARI. Modern Science and Research, 3(6).
- 24.Sodiqova, N. (2024). KORXONADA INNOVATSIYANING MOHIYATI VA UNING ASOSIY TUSHUNCHALARI. Modern Science and Research, 3(6).
- 25.To'rayevna, S. N. (2024). YANGI IQTISODIYOT VA UNING MOLIYA BOZORLARIGA TA'SIRI. Gospodarka i Innowacje., (45), 333-339.
- 26.Turayevna, S. N. (2024). THE EFFECT OF LABOR PROMOTION ON WORK EFFICIENCY. Gospodarka i Innowacje., 49, 142-147.
- 27.Bustonovna, D. Z. (2024). CREATIVE THINKING AND ITS APPLICATION IN ECONOMICS.[Data set]. Zenodo.
- 28.Bostonovna, D. Z. (2023). CONCEPTUAL BASIS OF IMPROVEMENT OF BANK AUDIT IN COMMERCIAL BANKS. IMRAS, 6(6), 118-124.
- 29.Bostonovna, D. Z. (2023). USE OF FOREIGN EXPERIENCE IN IMPROVING THE ORGANIZATIONAL STRUCTURE OF COMMERCIAL BANKS. International Journal of Education, Social Science & Humanities. Finland Academic Research Science Publishers, 11(9), 607-613.

30. Bostonovna, D. Z. (2023). WAYS OF USING REENGINEERING IN ENTERPRISES. International Journal of Education, Social Science & Humanities. Finland Academic Research Science Publishers, 11(7), 430-435.
31. Bostonovna, D. Z. (2023). CONCEPTUAL BASIS OF IMPROVEMENT OF BANK AUDIT IN COMMERCIAL BANKS. IMRAS, 6(6), 118-124.
32. Jumayeva, Z. (2024). ROLE OF THE STATE IN REGULATING THE ECONOMY. Modern Science and Research, 3(1), 511-516.
33. Akbarovna, N. N. (2024). XIZMAT KO 'RSATISH SOHASINING TASNIFIY BELGILARI. Gospodarka i Innowacje., 48, 357-364.
34. Akbarovna, N. N. (2024). OPPORTUNITIES FOR THE DEVELOPMENT OF CRYPTOCURRENCIES IN THE DIGITAL ECONOMY. Gospodarka i Innowacje., (45), 320-326.
35. Akbarovna, N. N. (2024). XIZMAT KO 'RSATISH KORXONALARIDA IQTISODIY RESURSLARDAN FOYDALANISH SAMARADORLIGINI BAHOLASH MEZONLARI VA KO 'RSATKICHLARI. Gospodarka i Innowacje., 46, 326-335.
36. Naimova, N. (2024). STRATEGY OF DIGITALIZATION OF INFORMATION AND COMMUNICATION TECHNOLOGIES OF THE STATE TAX COMMITTEE. Modern Science and Research, 3(2), 635-641.
37. Akbarovna, N. N. (2024). KORXONADA MEHNAT FAOLIYATINI TASHKIL ETISHNING MOHIYATI VA ASOSLARI. Gospodarka i Innowacje., 49, 133-141.
38. Akbarovna, N. N. (2023). RAQAMLI IQTISODIYOTDA MOLIYA VA MOLIYAVIY TEXNOLOGIYALARNING ORNI. Gospodarka i Innowacje., 41, 446-449.
39. Naimova, N. (2024). DIGITALIZATION IN OUR COUNTRY'S EDUCATION SYSTEM AND APPLICATION IN THE DIGITAL WORLD. Modern Science and Research, 3(1), 912-917.

40.Mahmudovna, Q. G. (2024). Oliy ta'lim muassasalari raqobatbardoshligini tavsiflovchi omillar. Gospodarka i Innovacje., 46, 620-627.

41.Mahmudovna, G. G. (2024). Competitive strategies, the importance of using innovation in their implementation. Iqtisodiyot va zamonaviy texnologiya jurnali| journal of economy and modern technology, 3(5), 8-14.

42.Mahmudovna, Q. G. (2024). Raqobat strategiyalari, ularni amalga oshirishda innovatsiyalardan foydalanishning ahamiyati. Iqtisodiyot va zamonaviy texnologiya jurnali| journal of economy and modern technology, 3(5), 15-21.

43.Qudratova, G. M. (2024). Assessing the Competitiveness of Universities by

D

i

f

f

e

r

e

n

t

M

e

t

h

o

d

s

.