

THE ROLE OF LABOR ORGANIZATION IN THE DEVELOPMENT OF THE LIGHT INDUSTRY ENTERPRISES IN THE REPUBLIC OF UZBEKISTAN

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Abstract

The role of the labor organization increases in the conditions of the economic modernization and market reforms deepening. Any labor is productive, but the level of its productivity is various. In order to achieve the more rational size of labor processes the labor itself should be properly organized and its estimation should be based on certain substantiated economic parameters.

MAIN PART

The light industry has a considerable specific weight in the economy of Uzbekistan and includes the whole number of branches which are regarded by the government at the present stage of the economic development as the ones with the potential for the export development. That's why the study of the problem connected with the increase of the labor organization efficiency is rather actual and meets the demands of the time. The activity on the social defense of all the layers of the society and on the elaboration of the effective social policy strategy is the most scale-sized task of the socially oriented state economy in Uzbekistan. In the modern society practically there is no economic problem in any sphere of the human activity wouldn't be connected with labor and man's interests somehow or other. Therefore the study the labor organization issues at enterprises is to reveal the regularities of forming and developing the effective interrelation of man and production in the conditions of the market economy. Labor should bring not only boon to the firm but also the satisfaction to employees. The satisfaction with labor is determined through the worker's feeling of his importance, sense of responsibility for his actions. All these things form the quality of the labor life which is characterized by such categories as the volume, content and regime of labor. Thus, in our view, the basis of the effective realization of the socially oriented market economy principles is the labor organization rate in the

society and separately taken enterprises. Thus, the labor organization at the enterprise in the conditions of the socially oriented market economy should be regarded as the certain order of building and realizing the labor process based on the achievements of science and advanced experience. The labor process forms the system of workers' interrelation with the production facilities and with each other for achieving beforehand the set goals of the labor activity. It provides the steady increase of labor productivity promoting the preservation of man's health and improving his occupational qualities. The diversity of approaches to the content of the labor organization at the enterprises allows combining its elements in three interrelated groups for the convenience and methodological direction of conducting the research and analysis of the labor organization at domestic enterprises: the organization of labor processes at the enterprise; labor organization in the working place and provision with safe labor conditions; the organization of enterprise workers' labor activity

In 2005-2008 we conducted two questionnaire surveys for the purpose of the analysis of the up-to-date state of the labor organization level at the light industry enterprises on the problems of the enterprise workers' labor activity organization and the issues concerning the organization of labor processes at the enterprise, the labor organization in the workplace and the provision with labor safe conditions.

The analysis of the results received in the process of conducted questionnaires has

allowed making a number of the following conclusions:

- at enterprises production capacity slackness (45,0%) is observed which negatively affect the whole process of the labor organization;

- for the purpose of the organization rationalization and the creation of the conditions for the transition to the scientific and substantiated labor work measurement it is necessary for enterprises to solve two main problems: to stabilize the process of shipping raw and auxiliary materials and to expand the product market through the development of the marketing activity;

- the forms of the labor organization and its cooperation are not efficiently used in the practice of enterprises' activity. Such progressive forms of the labor cooperation in the up-to-date period of the country's economic development as congruence of functions and professions, expansion of zones and multiple-machine supervision, don't find a proper application. All these facts decrease the effectiveness of the collective forms of the labor organization and affect workers' reasonableness to labor and achievement of the general purpose;

- enterprises don't fully use the possibilities of the flexible work schedule and part-time employment; the utilization of outwork is weakly developed;

- enterprises don't implement the arrangements on the study and rationalization of working time expenditure. It greatly affects the process of the creation of regulatory acts and thereby they make the enterprises at labor rationing base on the experienced and statistic methods of labor normalization, but not on the more progressive, rated and analytic ones;

- the process of work quota setting at enterprises is not developed, there are no branch established standards, corresponding to up-to-date demands of the development of the light industry technologies and market economy. Besides, the workers of enterprises are not involved into the process of the labor organization and normalization, whereas the practice shows that it is the effective and stimulating to labor direction on the perfection of the labor organization;

- at enterprises the mechanism of stimulating employees' work via labor payment is not enabled, as a special stress is laid on the hourly pay of the individual labor, whereas in the conditions of the modern development of the industrial production the varieties of the piece rate pay, collective remuneration of labor present the biggest effect;

- at enterprises at standardizing labor they base on the equipment production capacity, pointed out in its technique passport subject to its assumed but not substantiated underestimation due to the depreciation and other factors but not the scientifically grounded labor norms. This fact runs that, underutilization of the enterprise labor resources is observed. And in the combination of the hourly payment of labor this fact leads to the increase of the unit cost. The conducted research shows that the arrangements on the realization of the labor processes issues at the light industry enterprises are realized by 59, 47 % .

The process the workplaces organization at the light industry enterprises has also certain deficiencies:

- the work on the rationalization of the production area application of the enterprise and its subdivisions is not performed at enterprises, the layout of buildings and premises is made up only at forming the enterprise and it isn't regarded in the further activity;

- no attention is paid to the problems of the rationalization of the disposition of all elements in their workplaces at enterprises, whereas it allows not only to increase the part of the operating time in the general quantity of the working time expenses, but also through the decrease of the quantity of the irrational movements one can reduce the workers' fatigability during a working day (turn);

- at enterprises there takes place the insufficiently effective organization of the service process of workplaces, maintenance of the continuous, uninterrupted and synchronic workplaces functioning. As the given process is not regulated, such problems as preventive repair of technique and equipment, redecoration, especially in the working

places of executives and specialists remain weakly organized;

– proceeding from the conducted analysis one can make the conclusion that at the light industry enterprises proper attention is paid to the problems of the provision with ease and comfort for executives' work. In practice such scientifically proved elements as aesthetic design of workplaces, influence of premises range of colors on the personnel's working capacity, verdurization of premises and so on are not frequently applied;

– at solving the problems of workers' protection from the exposure of unfavorable conditions of the external and internal industrial environment at enterprises little attention is paid to: the workers' social insurance of production accidents and occupational diseases; the application of sound-absorbing materials at constructing production premises and to the organizational and technical arrangements on noise reduction in production and service premises; to premises heating; to the problems on the increase of substantiveness and automation of labor, optimization of labor and rest schedule for workers and employees;

- at enterprises no proper attention is paid to the attestation of workplaces, there is neither plan nor methods on its conduction.

The analysis of the indicators characterizing the labor organization level in the workplace and maintenance of the secure conditions of labor shows that these arrangements at the light industry enterprises are realized by 61, 39 % .

In accordance with the conducted research at the light industry enterprises the realization level of measures on the organization of workers' labor activity, including the problems of forming the enterprise labor potential and increasing the effectiveness of personnel offices functioning makes 39,4 %.

Generalizing the results of the questionnaire poll conducted at the enterprises of light industry, one can say, that measures on the organization of labor processes at them have been realized by 59,47 %, on labor organization on the working place and maintenance of safe labor conditions - by 61,39 %, and on the provision

of organization of labor activity of workers - by 39,4 %.

One of the most important tools of the effective operation of business of light industry enterprises is a complex socially oriented labor organization, based on the scientific and practical researches. Besides, at the enterprises of the given branch proper attention is not paid to the labor organization problems. This situation is worsened by the fact that at present there are no branch established standards on labor, instructions on the organization of workers' and employees' workplaces, normative provision with secure labor conditions transformed subject to the demands of the market economy and up-to-date level of the development of technique and technology of the light industry production. Proper attention is not paid to the attestation of workplaces.

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