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**WAYS OF INCREASING THE EFFICIENCY OF USING LABOR RESOURCES
(ON THE EXAMPLE OF THE SAMARKAND REGION)**

Oltaev Sh.S.

PhD, Associate Professor of the Department of Economic Analysis and Statistics of Samarkand Institute of Economics and Service. Uzbekistan. Samarkand.

***Abstract** - This article presents the theoretical foundations of labor resources management in the labor market are considered, the methodological foundations of promoting labor productivity are studied, and the article focuses on the state of effective use of labor resources in the Samarkand region, the indicators that reflect it, the composition of labor resources, the process of increasing the competitiveness of unemployed youth in the region, and ensuring the employment of the population. execution of regional programs.*

***Keywords** - Labor Resources, Unemployment, Unemployment Rate, Population Employment, Employment Rate, Regional Attractiveness, New Jobs, Sustainable Development, Income, Export Potential, Population Structure, Migration, Emigration, Immigration, Labor Market, Labor Resources Management, Labor Productivity, Organization Of Work, Motivation Of Employees.*

I. INTRODUCTION

In the modern conditions of market relations, the competitiveness of enterprises and organizations is mainly determined by the effective management of labor resources. The higher the level of qualification and ability of the company's employees, the higher the competitiveness of the manufactured product.

Thus, in the end, the enterprise will have a higher chance of increasing production efficiency and product quality, timely introduction of necessary innovations, and ensuring that manufactured products meet consumer requirements.

The qualification and ability of labor resources in the enterprise is constantly monitored by the management of the enterprise. In the era of market relations, the role of labor resources increases significantly. The investment nature of production, its high scientific intensity, the priority of product quality issues change the requirements for the employee, increase the importance of creative attitude to work and high professionalism. This leads to serious changes in the principles, methods and social-psychological issues of personnel management in the enterprise[1].

Providing employment to the population in the Republic of Uzbekistan, its territories, including Samarkand region, has its own characteristics. This is explained by relatively high population growth, dense population in a number of regions, existing labor resources exceeding the demand in the labor market, the large proportion of young people in their composition, and other factors.

Therefore, in crisis conditions, the formation of the labor market, especially the regional labor market, its regulation and management, increasing the level of employment of the able-bodied population,

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About the authors : Oltaev Sh. S.

Email:

reducing unemployment, is the most important and urgent issue for the sustainable development of the country's economy, and the successful solution of social problems in society. In the address of the head of our country to the Oliy Majlis on December 29, 2020, the labor resources were specifically addressed, and it was officially announced for the first time that the number of people living in poverty in our country is 12-15 percent of the total population of the country [2].

II. LITERATURE REVIEW

The problems of labor resources and their effective use were discussed abroad by economists D.N.Ushakov, A.A.Nikifirova, N.A. Studied by Volginas. The problem of increasing the effective use of labor resources by creating new jobs in our country was researched by M.Q.Pardaev, R.A.Ubaydullaeva, K.Kh.Abdurahmonov and other scientists. In particular, the theoretical and practical aspects of the development of family entrepreneurship were studied in the works of Professor M.Q. Pardaev [3].

III. RESEARCH METHODOLOGY

Scientific abstraction, dialectical research, induction and deduction, targeted development, monographic observation, systematic and comparative analysis, graphic representation, expert assessment and economic statistics were used in the development of scientific conclusions and recommendations based on the systematic analysis of the problem raised in the scientific article.

IV. ANALYSIS AND RESULTS

The main aspects of the influence of the human factor on increasing the efficiency of the enterprise are as follows:

- ✓ first, personnel selection and promotion;
- ✓ secondly, personnel training and continuous training;
- ✓ thirdly, stability and flexibility of employees;
- ✓ fourth, improvement of material and moral assessment of employees' work.

If we evaluate human capital not as an expense, but as an enterprise asset that should be used wisely, then the decision to hire an employee costs a lot of money. Thus, if the issue is related to the purchase of exactly this number of machines, the decision will be made by the top management of the enterprise, and questions about their full load and the costs of keeping them in working condition will be inevitable, but, unfortunately, personnel and their continuous training will be asked. This situation requires:

- ✓ firstly, stability and flexibility of employees;
- ✓ secondly, giving material and moral assessment of the work of employees;
- ✓ thirdly, to ensure the availability of employees;
- ✓ fourth, to ensure the technical safety of employees;
- ✓ fifth, improving the working conditions of employees;
- ✓ sixth, improving the conditions of rest of the employees;
- ✓ seventh, to give employees a working holiday once a year, etc.

In our opinion, in order to encourage the improvement of efficiency and productivity in modern conditions, it is necessary to change not only the salary system, but also the approach to its formation, different psychological attitudes, thinking and assessment. In order to increase the dedication of the company's labor team to its work, we think that it is necessary to pay attention to the following:

- ✓ first, hiring employees;
- ✓ secondly, placement of workers in accordance with the existing production system;
- ✓ thirdly, distribution of tasks among them;
- ✓ fourth, personnel training and retraining;
- ✓ fifth, work promotion;
- ✓ sixth, improvement of work organization;
- ✓ seventh, to take care of the employees who were dismissed in this enterprise for various reasons;
- ✓ eighth, the labor team adapts to the existing system of production processes, so the composition of the production process should be based on the scientific principles of labor organization;
- ✓ ninth, deepening the division of labor and improving labor cooperation on the basis of appropriate separation of the production process;
- ✓ tenth, to select and place professionally qualified workers;
- ✓ eleventh, improvement of production processes by developing and introducing the most reasonable methods and techniques of work;
- ✓ twelfth, to improve the service of workplaces based on the precise regulation of each service task;
- ✓ thirteenth, introduction of effective forms of teamwork, development of multi-unit services and combination of professions.

As we know, with the development of social relations in society, the needs of workers also change. In the modern economy, in addition to the material factor, moral incentives and social benefits are of great importance. Material forms of employee incentives are also developing. In the system of financial rewards, the share of payments based on the results of the economic activity of the enterprise increases, more importance is attached to the development of corporate thinking among employees, and the system of social benefits is developing. Thus, employee motivation is one of the components of economic growth.

The current stage of economic reforms implemented in Uzbekistan is characterized by the fact that enterprises operate in conditions of increasing demands of various social groups. In this regard, it is particularly important to create an effective system of employee motivation[4].

In order to reduce unemployment among the population, on the basis of an in-depth analysis of the actual situation in the labor market in the regions of our republic, comprehensive measures have been implemented based on the development of regional and sectoral programs to ensure employment of the population and coordination of their implementation, the development of state orders for the creation of new jobs is increasing.

According to a sociological survey conducted by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan in June 2019, the unemployment rate in our country is 9.1%, which is 0.2% lower than the same period in 2018. Unemployment rate is high in Kashkadarya, Syrdarya and Fergana regions, the highest rate is 9.4%, and the lowest rate is 7.7% in Tashkent city. In addition, according to the survey, the average unemployment rate among young people under 30 years old was 15.1%, among 15-25-year-olds 16.8%, and among women 12.7%.

Such data indicating high unemployment rate indicate that there are serious imbalances in the existing labor market and the lack of a strategy for the full formation and targeted development of the labor market.

Increasing the competitiveness of unemployed youth in Samarkand region, as well as in other regions, depends on the uniqueness of the economic environment in which young labor resources are formed. In order to have a general understanding of the situation in the field of increasing the competitiveness of unemployed youth in the region, it is suggested to consider the dynamics of indicators for the years 2000-2021 presented below (Table 1).

Table 1

Changes in the number of permanent residents and the number of labor resources in Samarkand region, thousand people

Indicators Years	Permanent population	Labor resources		Economical active population		Employed population		The unemployed	
		the number	%	the number	%	the number	%	the number	%
2000	2670.3	1299.9	48.7	925.1	71.2	921.0	99.6	4.1	0.4
2001	2710.0	1341.1	49.5	940.5	70.1	936.1	99.5	4.4	0.5
2002	2749.8	1387.8	50.5	960.6	69.2	956.0	99.5	4.6	0.5
2003	2789.1	1439.8	51.6	985.0	68.4	981.6	99.7	3.4	0.3

2004	2826.1	1485.7	52.6	1019.9	68.6	1016.4	99.7	3.5	0.3
2005	2867.1	1531.6	53.4	1051.9	68.7	1050.1	99.8	1.8	0.2
2006	2907.5	1576.2	54.2	1085.0	68.8	1083.2	99.8	1.8	0.2
2007	2955.5	1620.0	54.8	1180.1	72.8	1115.7	94.5	64.4	5.5
2008	3003.4	1674.0	55.7	1217.3	72.7	1152.0	94.6	65.3	5.4
2009	3061.6	1732.7	56.6	1258.2	72.6	1190.2	94.6	68.0	5.4
2010	3119.0	1815.7	58.2	1308.3	72.1	1229.9	94.0	78.4	6.0
2011	3270.8	1902.6	58.2	1344.0	70.6	1269.8	94.5	74.2	5.5
2012	3326.2	1943.7	58.4	1389.0	71.5	1314.4	94.6	74.6	5.4
2013	3380.9	1973.8	58.4	1433.5	72.6	1357.3	94.7	76.2	5.3
2014	3445.6	2003.8	58.2	1485.1	74.1	1402.5	94.4	82.6	5.6
2015	3514.8	2033.6	57.9	1530.6	75.3	1443.9	94.3	86.7	5.7
2016	3583.9	2058.2	57.4	1575.7	76.6	1485.1	94.3	90.6	5.7
2017	3651.7	2079.6	56.9	1629.8	78.4	1523.1	93.5	106.7	6.5
2018	3720.1	2103.4	56.5	1620.6	77.0	1463.3	90.3	157.3	9.7
2019	3798.9	2117.1	55.7	1604.2	75.8	1455.8	90.7	148.4	9.3
2020	3877.4	2125.2	54.8	1592.9	75.0	1418.3	89.0	174.6	11.0
2021	3947.7	2142.3	54.3	1599.7	74.7	1441.3	90.1	158.4	9.9

2021 2000 BC ratio – ,%	147.8	164.8		172.9		156.5		3863.4	
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Source: The table was prepared by the author based on the data of the Samarkand Region Statistics Department.

The analysis of the data of Table 1 shows that during the years 2000-2021, the number of permanent residents in the region increased by 47.8% and in 2021 it amounted to 3947.7 thousand people. The analysis of the indicator on the weight of the number of labor resources in relation to the number of permanent population shows that it has not passed the same rate. For example, in 2000, the share of labor resources in the population was 48.7 percent, and in 2021, this indicator was equal to 54.3 percent or increased by 5.6 percent. During the years 2000-2021, the number of labor resources in the region increased by 64.8 percent.

The number of economically active population (the ratio of the number of employed population to the number of unemployed population)

■ Number of employed population ■ Number of unemployed population

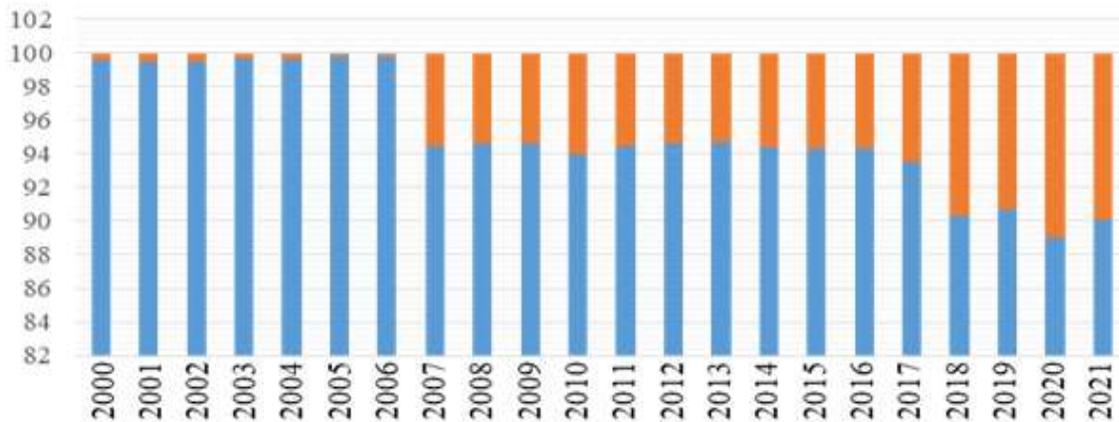


Figure 1. The number of economically active population (the ratio of the number of employed population to the number of unemployed population)

In Samarkand region, 71.2% of labor resources are economically active, and the remaining 28.8% are economically inactive. The share of employed people among the economically active population of the region has decreased from 99.6 percent in 2000 to 90.1 percent in 2021, i.e. by 9.5 percent.

The monitoring of the process of increasing the competitiveness of unemployed youth in the Samarkand region made it possible to come to the conclusion that the competitiveness of young labor resources is at a low level, which can be seen in the following:

- ✓ firstly, the high percentage of young labor resources among the unemployed;
- ✓ secondly, it takes a long time to find a job by the graduates of educational institutions;
- ✓ thirdly, the high percentage of young people in the migration flow outside the region.

Currently, the unemployment rate in Samarkand region is 9.9 percent, which is 0.3 percent higher than the unemployment rate in our country. In order to effectively use labor resources in the region:

- ✓ first, effective use of existing labor resources and development of all forms of entrepreneurship;
- ✓ secondly, providing services to tourists and organizing a service in the shrines located in the region;
- ✓ thirdly, to create opportunities for women to engage in family business at home (homemaking, embroidery, sewing hats, sewing hats, cooking, etc.);
- ✓ fourthly, to expand the organization of greenhouses in people's homesteads and to implement the processing of grown products;
- ✓ fifthly, it is proposed to develop poultry, rabbit and turkey breeding and so on.

It is necessary to give priority to the support of business initiatives related to the solution of social problems in places, especially the entrepreneurship of young people and women [1].

In our opinion, programs developed at the regional level should be based on the following principles:

- ✓ firstly, taking into account the local resources and natural-economic potential of the region, social and ecological consequences of the implemented measures, ensuring interdependence and compatibility in sectors and sectors;
- ✓ secondly, to mobilize the capabilities of all districts and border regions;
- ✓ thirdly, coordinating the activities of central, branch and regional authorities;
- ✓ fourthly, to ensure public-private sector cooperation in comprehensive development of regions;
- ✓ fifth, to create conditions for the balanced development of the social sphere and the standard of living of the population, to increase the employment and income of the population.

From the above analysis of the process of using labor resources, it can be concluded that there is an unbalanced labor market in the economy of the region despite economic growth. Therefore, the goal of the state policy aimed at ensuring employment of the population should be coordinated with the mechanisms of its implementation, because the economic growth in the region should not only increase the employment of the population, but also ensure balance in the labor market. The macroeconomic employment policy of the state should be based on the principles of ensuring balance in the concrete labor market.

V. CONCLUSION/RECOMMENDATIONS

We believe that special attention should be paid to the following in the development and implementation of regional programs:

- ✓ firstly, to assess the natural and economic potential of regional districts and cities based on a deep analysis;
- ✓ secondly, to determine the existing comparative advantages of the region in order to occupy new segments in the domestic and foreign markets;
- ✓ thirdly, to study the attitudes and suggestions of regional organizations, the public and the population to social and economic issues under the leadership of the local authorities;
- ✓ fourth, identifying resources and specific executors for projects;
- ✓ fifth, determining the economic efficiency of projects;
- ✓ sixth, the rational placement of projects in terms of territory, etc. Also, it is desirable that the main task of the programs aimed at socio-economic development of the region and increase of employment of the population should be focused on the following:
- ✓ firstly, to reduce the differences in economic, social and scientific and technical development indicators between districts and cities of the region;
- ✓ secondly, formation of a diversified and competitive optimal regional and branch structure of the region's economy;
- ✓ thirdly, maximum effective use of natural, material and labor resources of the territory, etc. We think that the suggestions and recommendations given above will have a positive effect.

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