

The Impact of the Level of Labor Supply on Improving the Efficiency of Clusters

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Annotation. The relevance of the article today is the issue of effective use of labor resources in the development of clusters, which are considered the locomotive of the agricultural sector. An employee's labor productivity depends on the conditions, on what equipment, in what team he works, how much he can use his intellectual potential in the workplace, his ability to make independent decisions and manage people, etc. The article describes an analysis of the state of supply of labor resources to clusters operating in the Andijan region.

Key words: labor resources, modernization, innovation, production, cluster, cooperation, intellectual potential, productivity.

INTRODUCTION. The transition of our country's economy to market relations, as well as solving a number of socio-economic tasks before us, requires effective use of labor resources. As it is known, labor resources are the main factor of production and have their own characteristics compared to other resources. Determining the ways of effective use of labor resources in the process of development of a socially oriented market economy is a condition for increasing labor efficiency in the future.

At the moment, there are a number of problems regarding the issue of employment of able-bodied labor resources of the Republic of Uzbekistan according to their labor potential. Currently, in Uzbekistan, there is not enough training of personnel at the level of today's requirements in the industries that determine technical development. That is why there are imbalances between the training and knowledge of the new jobs that are being created. For example, in the development strategy of New Uzbekistan for the period of 2022-2026, the priority task is to increase the income of farmers and farmers by at least 2 times, to bring the annual growth of agriculture to at least 5% through the intensive development of agriculture on a scientific basis.

LITERATURE ANALYSIS AND METHODOLOGY.

In our opinion, the efficiency of the use of human resources in the enterprise is primarily influenced by the competence of workers and their level of motivation. In this case, the competence of

workers depends on their knowledge, work experience, and personal abilities.

In the enterprise, motivation is necessary to achieve high efficiency of employees, but it alone is not enough. In our opinion, the labor productivity of a worker depends on the conditions, in which equipment, in which team he works, how much he can use his intellectual potential at the workplace, his ability to make independent decisions and lead people, etc. At the same time, according to Y.G. Odegov, "Factors hindering the growth of labor productivity should also be taken into account. They include: a decrease in the cost of labor due to a constant increase in the standard of living and an increase in the level of expenses for the restoration of work ability; unfavorable natural conditions; poor organization of production and labor; acute social situation, etc. Based on the analysis of the factors of changes in the dynamics of labor productivity, it is possible to determine its growth reserves.

Y.K. Smirnisky in his informative and methodical guide entitled "Ekonomicheskije pokazateli biznesa" makes the following points: "The impact of changes in macroeconomic conditions (unemployment, structural restructuring of the economy, general decline in production) on labor motivation It is important to study the secret based on the complex structure of the motivational complex. Work motivation is considered as a general contradiction of three components: the value of work, job requirements and opportunities to fulfill these requirements. As a general rule, Finnish researchers T.Santalainen, E.Voutelainen, P.Porenne, Y.Nissinen suggest that positive measures or positive support have a more effective effect than negative measures or negative force to increase the efficiency of the use of labor resources. .

RESULTS.

Effective use of labor resources is improving at every stage of society's development, which is a guarantee of increasing social labor productivity. The conditions of the digital economy require a person to be proactive and active. How he lives will depend on his ability to adapt to the new economic system. The higher the physical capabilities and level of education and spirituality of a person, the more successful this will be.

Sufficient supply of cotton production clusters of Andijan region with the necessary labor resources, their rational use, high level of labor productivity are of great importance for increasing the volume of products and increasing production efficiency. In particular, the volume and timely completion of all work, the volume of product production, its cost and a number of economic indicators depend on the provision of labor resources of enterprises and their effective use.

The labor resources of the cotton-growing clusters of Andijan region consist of two main components: those employed in the main production and managers and specialists who are not employed in the main production.

DISCUSSION.

When analyzing the implementation and dynamics of the plan in the field of improving the qualifications of the enterprise's employees, the number and percentage of employees who are studying in the enterprise's workforce training system and improving their skills in higher, secondary special educational institutions, etc. the percentage of employees engaged with etc. indicators are studied.

The analysis of the labor resources of the enterprise is carried out on the basis of a certain method. The main purpose of the analysis of labor resources is to increase the reliability of the planning of production and economic activity in teams from the brigade to the union and the network in the enterprise, and to improve its management.

Table 1

The state of personnel quality of the cotton-textile clusters of "Alyortex" LLC in Andijan region

Indicators	2020 - year		2021 - year	
	Number	Percentage	Number	Percentage
Total employees	350	100	375	100
Women and girls	255	72,8	266	70,8
Highly educated people	38	10,8	46	12,3
People with secondary special education	185	52,8	191	51,0
Recent university graduates	127	36,4	138	36,7
People under 30 years old	64	18,4	70	18,6
3 years of work experience in the system and more employees	193	55,2	200	53,4

The supply of labor resources of the enterprise is determined based on the comparison of the actual number of employees by categories and professions with the needs of the plan. The analysis shows that the total number of employees in the enterprise will be 375 in 2021, of which 266 are women, when analyzing their level of education, 46 have higher education, 191 have secondary specialized education. and 138 are graduates of university courses (Table 2).

There are 200 people who have worked in the system for 3 years or more. Also, there are 70 young people under the age of 30, which make up 18.6% of the workforce.

The level of competence of an employee largely depends on their age, work experience, education, etc. Therefore, in the process of analysis, changes in the age, length of service, and education of workers are studied. Because this change occurs as a result of the movement of labor, this issue is given a lot of attention in the analysis process. It is necessary to study the reasons for the employee's resignation (voluntarily, due to staff reduction, violation of labor discipline, etc.).

Due to the fuller use of the existing labor force, increase of labor productivity, complex mechanization and automation of production processes, as well as acceleration, it is possible to relieve the tension in providing the enterprise with labor resources. If the enterprise expands its activities, increases production capacity and creates jobs, then it is necessary to determine additional needs for labor resources by categories and professions, and find sources of their attraction. will be

When analyzing the implementation and dynamics of the plan in the field of improving the qualifications of the enterprise's employees, the number and percentage of employees who are studying in the enterprise's workforce training system and improving their skills in higher, secondary special educational institutions, etc. the percentage of employees engaged with etc. indicators are studied. Indicators of social skills should also reflect the organization of reskilling and employment of employees who have been released from work.

The implementation and fulfillment of the plan in the field of improving the skills of employees will help to increase labor productivity and positively define the enterprise's activity.

CONCLUSION.

In the process of analysis, it is necessary to study the collective agreement in all its directions, as well as to study the dynamics of the main indicators, both in terms of the general conclusion and to the

extent that it is appropriate for each employee.

They were caused by various objective and subjective circumstances not provided for in the plan: additional vacations authorized by the administration, temporary incapacity for work due to illness of workers, absenteeism, cancellation due to malfunction of equipment, machines, mechanisms. delays, lack of work, raw materials, materials, electricity, fuel, etc. Each type of overtime distribution is analyzed in detail, especially company-specific overtime. Reducing the time wasted by the labor team itself is a reserve for increasing production, which does not require additional capital and allows for quick results. In general, due to the full use of the existing workforce, increasing labor productivity, speeding up the production process, introducing common production techniques, improving the organization of the production process, it is possible to somewhat eliminate the tension in providing the enterprise with labor resources. .

If the enterprise expands its activities, expands the production capacity and creates new jobs, then it is necessary to determine the additional needs for labor resources by categories and professions, and find sources of their attraction. .

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