

Analysis of Social Factors Affecting Increase of Labor Effectiveness at Enterprises of the Geological Exploration Industry

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Annotation

In this article the factors influencing the increase of labor efficiency in geological prospecting industrial enterprises are studied. According to the degree of influence of social factors, it is studied by grouping from the point of view of macroeconomic, regional, sectoral, enterprise and workplace. Scientific-practical suggestions for increasing labor efficiency in geological prospecting industrial enterprises have been developed.

Keywords: *labor efficiency, labor productivity, labor potential, work quality, labor conditions, labor ability, level of labor organization, labor discipline.*

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Introduction

Identifying the factors affecting labor efficiency in geological prospecting industrial enterprises and increasing efficiency during research of the level of influence is an urgent task facing today's science of labor economics. Therefore, in order to determine the scope and essence of social factors affecting labor efficiency, we will study the factors by dividing them into separate groups.

A person who appears as a labor subject in the production process of enterprises is the main element of the social factor affecting labor efficiency. Therefore, it is necessary to study the labor potential as an important factor of labor efficiency.

In economic literature, the concept of labor potential is considered as "... the physical and intellectual ability of an employee to perform the work assigned to him at a certain time", "... the quality of the gross capabilities of the working population" or the potential of society. Forming the essence of labor potential, quantitative assessment, qualitative and effective use of components.

Methodology

Labor potential expresses the level of qualification, knowledge, level, work experience and opportunities of the worker. Because the nature of people is different, their work potential is also different. It depends on several factors. One may be highly experienced, while the other may be highly skilled. The third is a person with modern knowledge, while the fourth category may be indifferent to himself, the community and society. Due to this, one person can create a lot of material wealth or other result of labor in a certain period of time, while the second person can create little or vice versa in the same period of time. Therefore, the labor potential of a person determines their creative ability in different sizes.

Human labor potential consists of 3 interrelated components: first, psychophysiological potential: ability, health, vigor, activity, tolerance, nervous system; secondly: competence potential: having special and work-related knowledge and skills, being able to use them, being able to change the quality of work; thirdly: personal potential: civic position, ability to perceive the situation, ability to make the right and necessary decision, organization, creative approach.

A person's work potential appears as a social factor affecting work efficiency in a highly developed period. However, even if the worker's work potential is at a high level, it does not guarantee that work efficiency can increase. It really depends on how the existing potential is used in the production process. The more people's knowledge, skills, and experience are used, the higher the return on labor will be.

It is not possible to research the social factors that affect labor efficiency by integrating them into a single system, because the scope and level of efficiency may not give a high result as a result of the influence of various conditions and group factors on these factors.

Analysis of social factors into groups according to the extent of their impact on labor productivity (Table 1), in our opinion, allows a broader understanding of these factors.

Table 1 Grouping of social factors affecting labor efficiency by the scale of influence

Scope of influence	Influencing factors
General economics	Labor legislation; Legal documents regulating labor relations.
Territorial	Provision of labor resources; Development level of social infrastructure; Training and development of personnel.
Network	Implementation of modern techniques and technologies.
Enterprise	Working conditions; Improving the qualification of personnel, passing attestation, waiting from the ranks of labor activity; Strengthening labor discipline; Socio-psychological environment; Management system and quality; Social orientation of production; Friendly communication between management and workers; Level of labor organization; Development of social infrastructure.
Workplace	Personal labor potential of the worker; Organization of workplace.

The impact of social factors on the general economy is primarily determined by the law and other regulatory documents regulating labor relations in the country. On the other hand, the attitude to work consists of the state policy aimed at increasing the intensity of labor and increasing the employment of labor resources.

Territorially, the proportional supply of labor resources of the region and their effective use depends on the development of social infrastructure. This includes the migration of labor force, the development of social institutions, the availability of qualified personnel, their increase in quantity and quality, and the effective use of their labor.

On the scale of the network, it is expressed in the introduction of new modern techniques and technologies. It is known that the introduction of modern technical-technological achievements into the network affects the reduction of human labor, the increase in the demand for qualified personnel, the reduction of the uncertainty of production factors, the quality and quantity of products, and the increase of labor intensity.

On the scale of the enterprise, it consists of economic and social elements that ensure the use, development and restoration of labor potential of the worker. For example, factors such as "working conditions", "level of labor organization" and "developed social infrastructure" affect the use of the worker's psychophysiological potential. The qualification potential of the worker develops depending on the factor of "increasing the qualifications of personnel, conducting attestation, promotion from the labor ranks". Also, factors such as "social-psychological environment", "mutual friendly communication", "labor discipline", "social orientation" affect the attitude of workers to work, increase satisfaction from work, personal potential and work intensity.

Results

The interaction of the resources of production and the labor force creates the workplace by ensuring that the worker is included in the production process. In the workplace, the action classification of the labor subject directly occurs and his labor potential is manifested, therefore, in determining the factors of individual labor efficiency, it is important to study the social factors that express the labor potential in the labor activity of the worker, affecting its use and development, divided into 3 components. Work efficiency factors depending on the workplace:

psychophysiological potential: working conditions (sanitary-hygienic condition); labor intensity; workplace organization (color effects, lighting, air temperature); qualification potential: level of complexity of work, knowledge, work experience, special training (qualification improvement); personal potential: job satisfaction, creative possibilities, job satisfaction, attitude to work.

These mentioned social factors have a direct and indirect effect on labor efficiency and appear as mutually complementary and connecting factors.

We analyze the influencing social factors in terms of labor potential components.

Psychophysiological potential. A set of conditions that do not harm human health, comply with sanitary and hygienic rules, are safe, are organized on the basis of labor standards, and ensure the development of physical, mental and other capabilities in work.

Working conditions. Compliance with sanitary requirements of the workplace and creation of fair working conditions.

Working conditions allow to effectively use the factors of production (labor resources) and their mental and physical abilities while maintaining high working abilities for a long time.

According to the results of studies conducted on the study of working conditions, 42-60 percent of temporary incapacity for work of workers is caused by unfavorable working conditions in industrial production. Only because of unfavorable working conditions in workplaces, every year in our republic, on average, more than a thousand workers become disabled as a result of occupational diseases.

Organization of the workplace (effect of colors, lighting, air temperature). The state of conditions and comforts created in the production process for normal work based on the psychophysiological characteristics of a person.

People's social, cultural and aesthetic perception of colors shows a state of psychological influence. In the influence of colors on human psychology, the property (composition) of color is important, and it is also important in terms of pure, bright, form, material appearance and its location.

In order to study the effect of colors on workers' labor activity, as a result of our observations and researches conducted in geological prospecting industrial enterprises, the possibilities of reducing the negative effect of colors on human psychophysiological conditions and increasing labor efficiency using them were determined. In production processes affected by high temperature and noise, painting buildings and equipment with brown and blue colors gives good results, it is acceptable to use less red and yellow colors in production. In our experiments, it was found that murals related to the production process in the workshop of workers (exciting labor activity, finished products, the results achieved by the enterprise, technical safety rules) increase the morale of workers.

Illumination of the rooms, workshops and areas of the enterprise has a special place in improving the normal working conditions in the geological prospecting industrial enterprises. Workers working in poorly lit buildings (rooms) may not be able to see work objects and tools, may not be able to adapt to production conditions, too bright light causes glare, as a result of which additional eye strain occurs, which ultimately leads to an accident. Correct and planned lighting will create an opportunity to increase the working capacity of workers, the volume of product production and its quality, and create safe working conditions.

The production process in the geological prospecting industrial enterprises affects the increase (warming) of the air temperature due to heat rays radiating from the surface of various technological equipment and processed materials and substances. The increase or decrease (cooling) of the air temperature has a great impact on a person's ability to work and health. As a result of our research, it was found that when the air temperature in the production process is 26-30⁰ degrees, the working capacity of the workers engaged in work is 30-50 percent compared to the normal air temperature level, and 62-65 percent at 18⁰ degrees. An increase in air temperature causes the body to sweat by increasing the temperature of the human body and heart rate. This affects a person's physical and work capacity.

Skill potential. An employee who is engaged in labor activity can use his work experience and knowledge to perform work of various complexity effectively and qualitatively. The increase in skill potential depends on the worker's ability to work effectively in complex tasks. Therefore, in addition to reforming the forms of ownership and business management, remuneration for labor and the entire distribution policy, encouraging employee work, active and more efficient work, and having sufficiently high professional qualifications, the general cultural and technical level, and the ability to work on oneself are stable only in the conditions.

Personal potential. The ability to develop the internal capabilities of a person and use them effectively. Personal potential allows a person to live well, achieve success in life and find an effective way in various difficulties. This potential includes internal culture and interest, responsibility, respect for people, self-confidence, positive attitude to work, perseverance, knowledge and determination to the goal, or in other words, the socio-psychological state of a person.

These workplace-related factors depend on human perception and performance as factors that have a subjective effect on work efficiency. It certainly has a strong effect on increasing labor efficiency and is closely related to other objective factors. It should be noted that the extent of impact of factors related to the workplace on productivity may be significant or insignificant, which of course depends on the level of human perception and activity utilization.

Conclusions and suggestions

In conclusion, it should be noted that the research of social factors affecting the change of labor efficiency is divided into groups by the whole economy, regional, sector, enterprise and workplace: first, to distinguish the factors affecting the collective and individual labor efficiency; secondly, creating a system of social indicators of labor efficiency; thirdly, developing sources of information and methods of its analysis; fourthly, it allows to reduce labor costs in the product.

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