

ANALYSIS OF THE EFFICIENCY OF THE USE OF PERSONNEL AT LIGHT INDUSTRY ENTERPRISES IN ANDIJAN REGION

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ANNOTATION

In this country, the state of economic development of industry, including light industry, in the Andijan region was studied, factories affecting nix, the number of employees in the light industry department, the state of the factory use personnel in.

Keywords: industry, light industry, gross domestic product, gross regional product, investment, regional economy, personnel, personnel utilization, efficiency.

INTRODUCTION

In the structural structure of the economy of the Republic of Uzbekistan today, the share of the light industry has a significant share among the main sectors and industries. As a result of the reforms implemented in the republic, the volume of light industrial products is increasing. The main reason for such changes is the rapid development of industry, service and other sectors in the national and regional sectors of the economy [1].

As part of the reforms carried out in our republic, important legal, organizational and economic measures for the development of the sector are being implemented. In particular, PQ-5989 of May 5, 2020 "On urgent measures to support the textile and sewing and knitting industry", PF No. 53 of January 21, 2022 "Deep processing in textile and sewing and knitting enterprises and on measures to stimulate the production of finished products with high added value and their export", President of the Republic of Uzbekistan dated January 24, 2022 No. PQ-99 "On measures to create an effective system of development of production and expansion of industrial cooperation in the Republic", Uzbekistan In the decrees and decisions of the Cabinet of Ministers of the Republic No. 93 dated February 23, 2021 "On the approval of the regulation on the formation and use of funds of the fund for the development of the textile and sewing and knitting industry" of the association "Uztoqilik sanoat", special attention was paid to the issues of improving the activities of the sector [2].

If we take into account that light industry is one of the important sectors of our country's economy in the context of the global pandemic, which brought the countries of the world into a difficult economic situation at the end of 2019, determining the strategic directions of its development based on the changes taking place in the light industry by region is one of the most urgent issues today. Because the importance of the light industrial sector is great in increasing the employment of the population and, on this basis, in providing their income.

LITERATURE REVIEW

Since industry is the leading sector in every country, the scientific-theoretical, methodological and practical aspects of its development and effective management have always been the focus of attention of economists. Foreign scientists I. Ansoff, L. Vodachek, F. Taylor, O. Vodachkova, P. Drukker, M. Meskon,

B. Karloff, R. Waterman, Lee Iacocca, P. Drucker, M. Meskon, D. Thompson, F. Kheduori, V. L. Eremini¹ and others have been reflected in their scientific research.

V. from the CIS economists. K. Potemkin, A.P. Dobrovinsky, T. Yu. Bazarov, V. E. Bystritsky, S.D. Ilenkova, A. Ya. Kibanov, Yu. G. Odegov, G. G. Rudenko, S. I. Sotnikova, A. I. Kochetkova, V. V. Travin, O. S. Vikhansky, B. M. Genkin, G In the scientific works of G. Zaitsev, Yu. D. Krasovsky, A. L. Slobodskoy, E. A. Utkin², the issues of improving personnel management in industry were studied on a scientific basis.

Scientists from Uzbekistan Sh.N.Zaynutdinov, K.H.Abdurahmonov, Sh.R.Kholmo'minov, N.Q.Yoldoshev, D.S.Kasimova, D.N.Rahimova, N.S.Ismoilova, A.A.Rakhimov, It was studied in the scientific works of B.A.Abdukarimov, B.N.Urinov, D.A.Azlarova³ and other scientists.

In recent years, institutional changes in various sectors of the economy have increased the responsibility of enterprises to manage their activities and make decisions. Therefore, today's leader should be a perfect master of his profession, master the rules, methods and culture of management. However, despite the diversity of scientific developments devoted to the theoretical and some practical aspects of personnel management problems, the organization and improvement of personnel management in enterprises, in particular, the specific characteristics of personnel management in industrial enterprises and the aspects affecting the management of production, have not been sufficiently studied, which became the basis for determining the goals and objectives of the research. .

THE MAIN PART

In order to determine the state of personnel management in the industrial sector of the economy, to determine the development trend of this direction, the role of this sector in the economy of our republic, its contribution to the GDP, the share of the studied area in the republic's GDP, the role of the studied sector in it, its dynamics, the circumstances of change, the factors affecting it comprehensive, in-depth study is important.

¹ Igor H. Ansoff. strategic management. 1979. Igor Ansoff. Strategic management. -M., 1989. // Electronic publication: Center for Humanitarian Technologies. -20.02.2012. URL: <https://gtmarket.ru/laboratory/basis/4155>; Vodachek L. - Production management in the association: an integrated approach; "Principles of scientific management", F. Taylor, M., 1991. // Electronic publication: Center for Humanitarian Technologies. - 06/03/2010. URL: <https://gtmarket.ru/laboratory/basis/3631>; Drucker for every day. 366 Tips for a Successful Manager "Peter Ferdinand Drucker; "Fundamentals of Management" M. Mekson, M. Albert, //672 pages, 2017; In Search of Effective Management Waterman R// 525 pp, 1986; "The Career of a Manager" by Lee Iacocca, p. 482;

² Potemkin VK Personnel management: Textbook for universities. - St. Petersburg: Peter, 2010. - 432 p.: ill. - (Series "Textbook for universities"). Personnel management in the organization: textbook / A.P. Dobrovinsky; Tomsk Polytechnic University. – Tomsk: Publishing House of the Tomsk Polytechnic University, 2011. – 416 p. Personnel Management: A Textbook for High Schools / Ed. T.Yu. Bazarova, B.L. Eremin. - 2nd ed., revised. and additional - M: UNITI, 2006. -560 p. Management of an industrial enterprise and personnel in the conditions of innovation / V. E. Bystritsky, S. V. Polyakov. - Ulyanovsk: UIGTU, 2011. - 243 p., "Problems of development of social production management" //1991, Vikhansky O.S. Moscow; "Human Resource Management"// B. M. Genkin, I. A. Nikitina// textbook, 2015 Moscow; Zaitsev G. G. Business career management: textbook. allowance for students. higher textbook institutions / G. G. Zaitsev, G. V. Cherkasskaya. M.: Publishing Center "Academy", 2007. - 256 p.; Krasovsky Yu. D. Behavior management in a firm: effects and paradoxes: (on the materials of 120 Russian companies): a practical guide / Yu. D. Krasovsky. - Moscow: INFRA-M, 1997; Slobodskoy A.L. Training of personnel of organizations, St. Petersburg: Publishing House of St. Petersburg State University of Economics, 2013. - 124 p. — ISBN 9785731029148; "Motivational management" E. A. Utkin, 2004// ISBN5-7218-0652-4.

³ Abdurakhmonov K.Kh., Holmuminov Sh.R., Khayitov A.B., Akbarov A.M. "Personalni boshkarish" (Darslik) - T.: TDIU, 2014. 294 bet Gulomov S.S. va b. Bozor iqtisodiyoti modelari. kkkkçyllanma. - T., 1995.; N.K.Yuldoshev. V.I.Nabokov "Nazariyasi Management" (Darslik) -. T.: TDIU, 2013. Hodiev B.Yu. Uzbekiston iqtisodida tadbirkorlik rivozhini econometrician modellashtirish. iqt. fan. doc. diss. abstract - T.: TDIU. 2000. - 20 b. Urinov Bobur Nasilloevich. Korhonalarda personalni boshkarishning corporate party usulidan foidalanish samaradorliga. Iktisodiyot fanlari bÿyicha falsafa doctor (phd) dissertation. Tashkent - 2018 yil. Azlarova. YES. "Yo-my sanoati korhonalarida personal boshkarishni takomillashtirish." Iktisodiyot fanlari bÿyicha falsafa doctor (PhD) ilmiy darazhasini olish uchun yozilgan dissertation. Tashkent - 2020 yil.

We use the data of Table 1 to analyze the changes in the number of employees employed in industrial production in 2011-2021 in the Republic of Uzbekistan and Andijan region. In 2011, the number of people employed in the economy of the Republic of Uzbekistan was 11919.1 thousand, of which the number of people employed in industry was 1640.7 thousand. The number of employees employed in the industry made up 13.7% of the total employed. In 2021, the total number of people employed in the republic will be 13609.1 thousand people, the number of people employed in industry will be 1903.5 thousand.

The rate of change in the number of labor resources employed in the industry, which is another of the main indicators in Table 1, reflects the qualitative aspects of the regional industry development and allows to determine the characteristics of the change in the level of labor productivity directly in the industry.

From the analytical data, it can be seen that as a result of structural changes in the regional economy of the region, the number of labor resources employed in the industrial sector has increased in terms of quantity and share. This situation, on the one hand, ensures the intensive development of the regional network to a certain extent, and on the other hand, it alleviates to a certain extent the problem of employment of labor resources employed in the industrial sector in the region with the highest population density in the country.

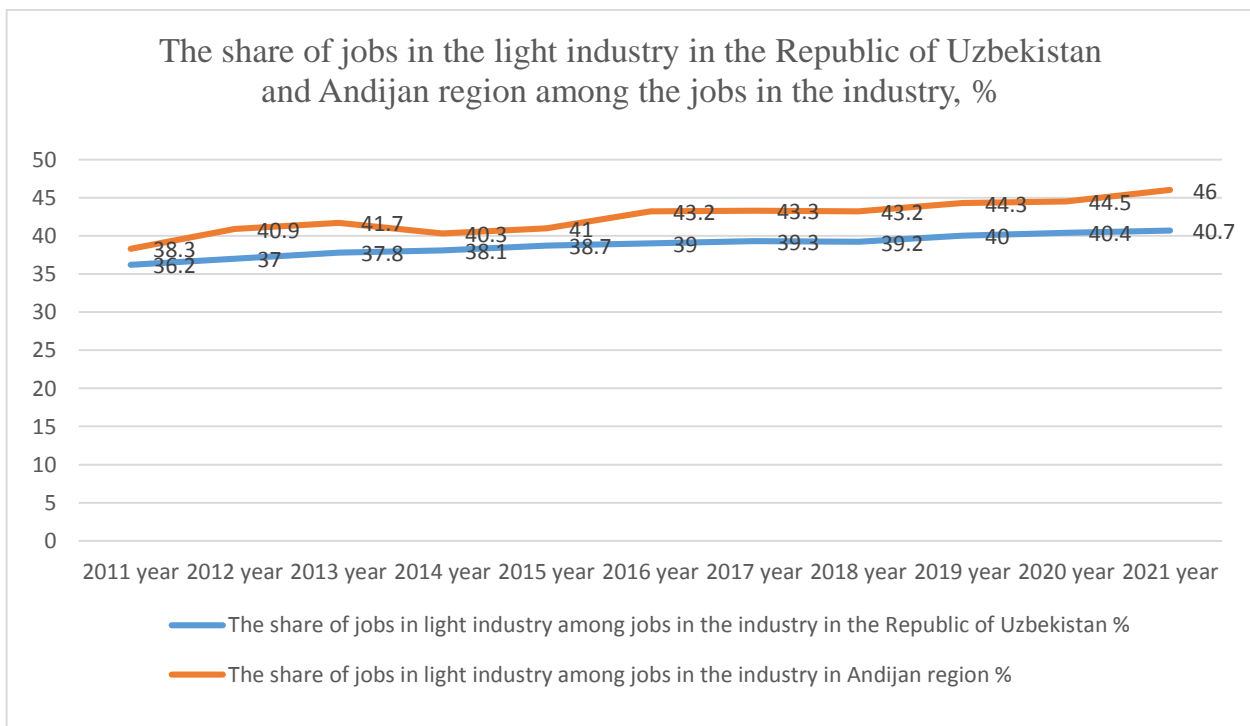


Figure 1. The share of jobs in the light industry in the Republic of Uzbekistan and Andijan region among the jobs in the industry, %.

In order to study the personnel employed in the light industry and the state of its use, the total number of employees, personnel movement, labor at some light industrial enterprises in Andijan region, including "KHO'JA OBOD FAZO" LLC, "Bunyodkor Zamin", "Asel-Rivoj" private enterprises we analyze performance indicators.

We use the data of Table 2 to analyze the dynamics of labor productivity indicators at "KHOJHAOBOD FAZO" LLC. For this, we use the formula for determining labor productivity.

$MUy = Q/Is$

Here: MUy - annual labor productivity;

Q – product volume;

Is – the number of workers involved in product production.

Labor productivity is mainly influenced by the volume of product production, the number of workers involved in product production, and the amount of time spent on product production. Annual, daily, hourly labor productivity levels can be determined in industrial enterprises.

In 2015, the annual labor productivity of the enterprise was 45.5 million soms. In 2016, this indicator decreased and amounted to 38.3 million soms. In the period from 2016 to 2021, labor productivity increased. In 2021, this figure was 204.2 million soms. This indicator was 158.8 billion sums or 4.5 times higher in 2021 than in 2015. We analyze changes in daily labor productivity indicators. In 2015, daily labor productivity was 198,700 soums. This indicator also decreased in 2016 and amounted to 153.6 thousand soums. From 2016 to 2018, this indicator increased. decreased in 2019. The highest figure in the studied period was in 2020 and amounted to 783.2 thousand soums. Analysis data shows that by 2021 it will be 708.9 thousand soums. Daily labor productivity in 2021 was 510.2 thousand soums or 3.5 times higher than in 2015. The rate of growth of daily labor productivity was lower than the rate of growth of annual labor productivity. This situation indicates

Table 1.Changes in the number of employees employed in industrial production in the Republic of Uzbekistan and Andijan region in 2011-2021⁴

№	Indicators	Years										
		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
1	Number of jobs in the economy of the Republic of Uzbekistan, people	11919,1	12223,8	12523,3	12818,4	13058,3	13298,4	13520,3	13273,1	13541,1	13236,4	13609,1
2	Of which: number of jobs in the industry, people	1640,7	1669,5	1703,1	1736,5	1768,7	1802,4	1826,8	1802,9	1821,5	1809,5	1903,5
3	Of which: number of jobs in light industry, people	594,0	617,7	643,8	661,6	684,5	702,9	717,8	708,1	730,4	731,1	774,7
4	Share of jobs in light industry among jobs in industry, %	36,2	37,0	37,8	38,1	38,7	39,0	39,3	39,2	40,0	40,4	40,7
5	Number of jobs in the economy of Andijan region, people	1169,1	1196,4	1201,3	1242,5	1236,6	1274,3	1 319,2	1266,8	1284,5	1 225,9	1310,9

⁴ <https://stat.uz/uz/rasmiy-statistika/labor-market-2>

6	Of which: number of jobs in the industry, people	810,3	836,4	869,3	874,4	864,2	845,6	874,6	846,3	862,3	869,7	872,1
7	Of which: number of jobs in light industry, people	310,8	342,5	362,4	352,8	354,3	365,4	378,6	365,7	381,7	388,4	401,7
8	Share of jobs in light industry among jobs in industry, %	38,3	40,9	41,7	40,3	41,0	43,2	43,3	43,2	44,3	44,5	46,0
9	Number of existing industrial enterprises in Andijan region	26299	26389	26674	26974	27315	27916	28112	28449	28698	29617	32 806
10	Of which: the number of light industrial enterprises	4350	5012	5367	5687	5963	6065	6210	6344	6465	6645	6985
11	Share of light industrial enterprises within industrial enterprises, %	16,5	19,0	20,1	21,0	21,8	21,7	22,0	22,3	22,5	22,4	21,3

that there are still unused opportunities (reserves) in this enterprise during one day's work. In 2015, when we looked at the indicators of hourly labor productivity in the enterprise, this indicator was 24.8 thousand soums. The hourly labor productivity index had the same trend as the daily labor productivity index. In 2021, this indicator was 88,600 soums and compared to 2015 it was 63,800 soums or 3.6 times higher. It is observed that the indicators of hourly labor productivity are lower than the indicators of annual labor productivity. This situation shows that the company has internal opportunities in the use of working hours by employees. Therefore, labor productivity can be further increased based on more efficient use of working hours.

In short, the growth of labor productivity in "KHO'JAOBOD FAZO" LLC over the years has been achieved due to, firstly, the increase in the volume of goods over the years, secondly, the number of employees has increased more slowly compared to the volume of production, and thirdly, the efficient use of working time.

We analyze the dynamics of labor productivity indicators at the private enterprise "Bunyodkor Zamin". In 2015, the annual labor productivity of the enterprise was 18.86 billion soums. In the period from 2015 to 2021, labor productivity increased. In 2021, this indicator was 173.0 million soums. This figure was 154.1 billion soums or 9.2 times higher in 2021 than in 2015. We analyze changes in daily labor productivity indicators. In 2015, daily labor productivity was 83.6 thousand soums. This indicator has also continuously grown during the period from 2015 to 2021. It can be seen that by 2021 it will be 631.4 thousand soums. Daily labor productivity in 2021 was 547.8 thousand soums or 7.5 times higher

than in 2015. The rate of growth of daily labor productivity was lower than the rate of growth of annual labor productivity. This situation indicates that there are still unused opportunities in this enterprise during one day's work.

In 2015, when we looked at the indicators of hourly labor productivity in the enterprise, this indicator was 10.45 thousand soums. The hourly labor productivity index had the same trend as the daily labor productivity index. In 2021, this figure was 78.9 thousand soums and compared to 2015 it was 68.45 thousand soums or 7.5 times higher. It is observed that the indicators of hourly labor productivity are lower than the indicators of annual labor productivity. This situation shows that the company has internal opportunities in the use of working hours by employees. Therefore, labor productivity can be further increased based on more efficient use of working hours.

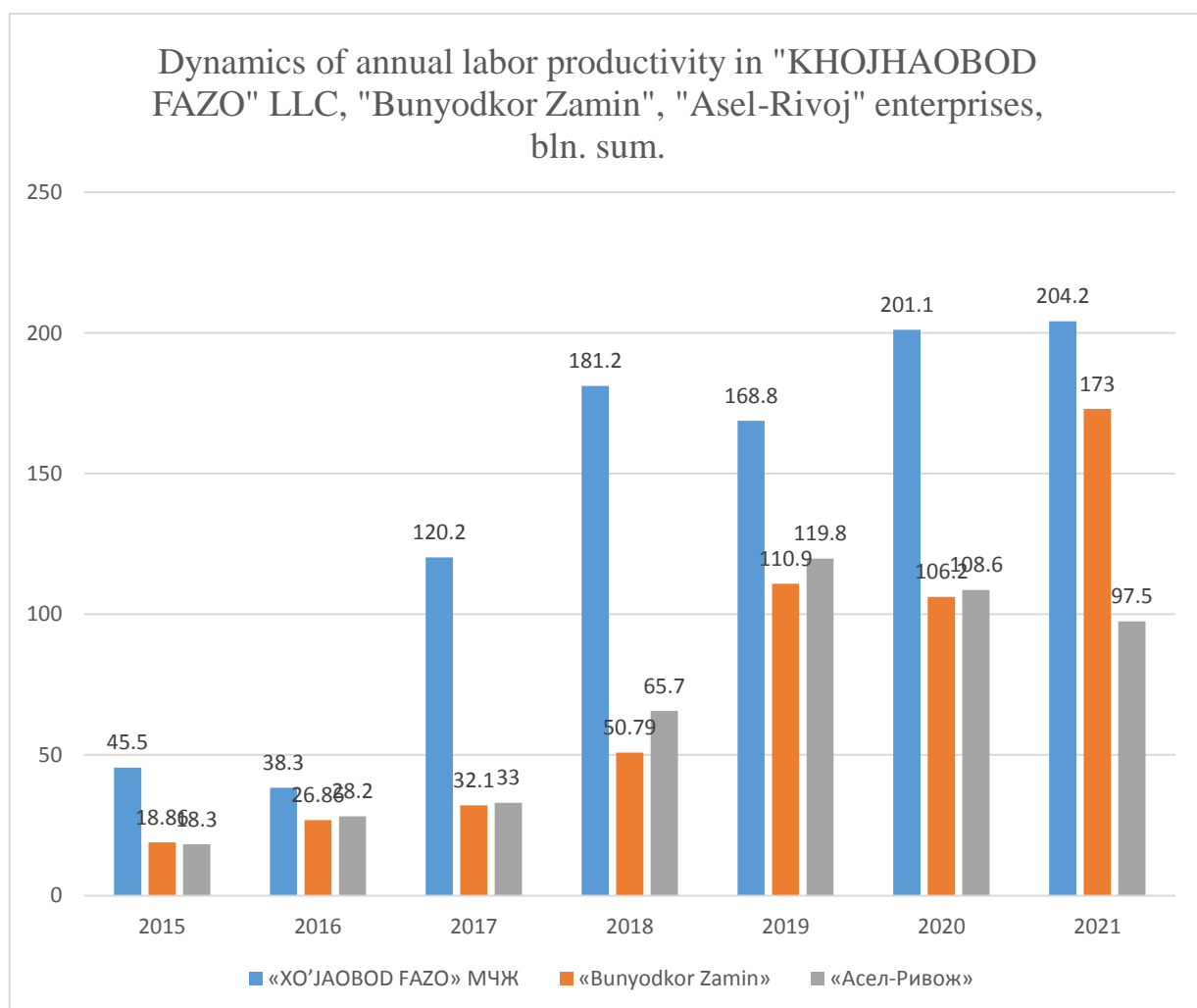


Figure 2. Dynamics of annual labor productivity in "KHOJHAOBOD FAZO" LLC, "Bunyodkor Zamin", "Asel-Rivoj" enterprises, bln. sm.

Table 2. Analysis of the dynamics of labor productivity of personnel at "KHOJHAOBOD FAZO" LLC, "Bunyodkor Zamin", "Asel-Rivoj" enterprises⁵

№	Йиллар	"KHOJHAOBOD FAZO" LLC					"Bunyodkor Zamin" private enterprise					"Asel-Rivoj" private enterprise													
		Product at current prices	Total working days	Total working hours	Days worked by 1 employee in 1 month	Days worked by 1 employee in 1 year	Annual labor productivity	Daily labor productivity	Hourly labor productivity	Product at current prices	Total working days	Total working hours	Days worked by 1 employee in 1 month	Days worked by 1 employee in 1 year	Annual labor productivity	Daily labor productivity	Hourly labor productivity	Product at current prices	Total working days	Total working hours	Days worked by 1 employee in 1 month	Days worked by 1 employee in 1 year	Annual labor productivity	Daily labor productivity	Hourly labor productivity
1	2015	4506,5	22681	181104	19,8	229,1	45,5	198,7	24,8	1282,6	15341	122840	18,8	225,6	18,86	83,6	10,45	1100,6	13032	104256	18,1	217,2	18,3	84,2	10,5
2	2016	5137,6	33446	264223	20,8	249,6	38,3	153,6	19,2	2229,1	20617	165024	20,7	248,4	26,86	108,1	13,51	2202,1	18454	147638	19,7	236,6	28,2	119,2	14,9
3	2017	22600,9	51888	310348	23,0	276,0	120,2	435,6	54,4	3403,1	29001	232864	22,8	273,6	32,10	117,3	14,66	3303,1	25082	200640	20,9	250,8	33,0	131,6	16,4
4	2018	35165,7	54009	322350	23,2	278,4	181,2	651,1	81,4	6348,9	31800	254872	21,2	254,4	50,79	119,6	24,65	6248,9	24168	193344	21,2	254,4	65,7	258,2	32,2
5	2019	34094,8	56964	529529	23,5	282,0	168,8	598,5	74,8	7768,3	20160	199087	24,0	288,0	110,9	385,3	48,16	7550,3	17388	139104	23,0	276,0	119,8	434,0	54,2
6	2020	44247,8	56496	442024	21,4	256,8	201,1	783,2	97,9	7863,1	19536	139692	22,0	264,0	106,2	402,3	50,31	7600,2	18480	147840	22,0	264,0	108,6	411,4	51,4
7	2021	51042,7	72000	562320	24,0	288,0	204,2	708,9	88,6	11763,5	18629	149032	22,8	273,9	173,0	631,4	78,9	7801,2	22080	176640	23,0	276,0	95,5	353,3	44,1

CONCLUSIONS AND SUGGESTIONS

The analysis of changes in regional economy of Andijan region and the use of personnel operating in its main components on the basis of statistical data made it possible to distinguish the following trends in the industry of the region:

1. In the republic, the territory of Andijan region occupies a much smaller area compared to other regions, and at the same time, it occupies the fourth place in terms of population. It ranks first in the

⁵ Author's development based on the information of "KHOJHAOBOD FAZO" LLC, "Bunyodkor Zamin", "Asel-Rivoj" enterprises

country in terms of population density. The comparison of indicators shows that the general growth rate of the region's gross territorial product is higher than the national indicator, and the average growth rate is slightly lower.

2. A specific tendency of change can be observed in the change of the share of investments in the regional economy in the Andijan region in the national indicator. It can be seen that this indicator increased during 2011-2012 and steadily decreased during 2013-2010.

3. Between 2011 and 2021, the volume of the regional industrial product created in the region increased by 6.3 times. Comparing this indicator with the growth rate of the indicator created in the industrial sector of the country, it can be seen that the regional indicator grew 3.2 times less than the indicator at the national level. This situation indicates that there are some shortcomings in the work being carried out in the industrial sector in the region.

4. As a result of structural changes in regional economy of the region, the number of labor resources employed in the industrial sector has increased in terms of quantity. This situation, on the one hand, ensures the intensive development of the regional industrial network to a certain extent, and on the other hand, it alleviates to a certain extent the problem of employment in the region with the highest population density at the level of the country.

5. Discomfort of the personnel of production enterprises is high. Reducing dissatisfaction leads to increased labor productivity.

6. In order to increase labor productivity in enterprises, measures should be taken to increase the volume of production of goods as much as possible, to optimize the number of employees, and to use working time rationally.

In conclusion, in the process of developing appropriate medium and long-term strategies for the development of effective use of personnel employed in the light industry of Andijan region in the near and long-term future, taking into account the trends of change determined on the basis of the above analysis, the number of employees employed in this sector in the scientifically-based development of the sector is important in optimization.

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