ANALYSIS OF LABOR ORGANIZATION AND MANAGEMENT EFFICIENCY IN TEXTILE SEWING AND KITCHEN INDUSTRY ENTERPRISES

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Abstract: This article examines labor at textile, garment, and knitwear industry enterprises. issues of analyzing the effectiveness of organization and management are covered. By the author theoretical foundations of labor organization, methodology of analysis, and management system proposals have been developed to increase efficiency.

Keywords: Labor organization, management efficiency, economic efficiency, social efficiency, garment and knitwear industry, incentive system, innovative management, personnel enterprise performance

Introduction. Today, as socio-economic reforms are being implemented at an accelerated pace in our country, the scientific-innovative organization and effective management of labor are of great importance in the activities of all economic entities. The successful organizational development of an enterprise (organization, firm), including the implementation of organizational innovations, is possible only with the most complete, comprehensive, and objective assessment of the existing labor organization system. The analysis of the level and efficiency of labor organization is the foundation for effective labor organization and enterprise management as a whole.

The essence of labor organization analysis is a comprehensive study of the current system of labor organization as a whole and its individual elements, and the determination of the impact of the state of labor organization on economic and social indicators and the enterprise's subsystems. The analysis of labor organization also includes an in-depth and comprehensive study of all factors determining the current level of labor organization (working time and the use of fixed assets, labor and production productivity and efficiency, work quality, employee efficiency and health, development and utilization of labor potential, employee incentives, etc.).

The main goal of labor organization analysis is to obtain objective, evidence-based, and comprehensive information on the state of the labor organization system to solve the most important economic and social problems and to identify all opportunities for improving the organizational level of the enterprise based on organizational or organizational innovations.

The efficiency of labor organization and management is an economic category that reflects the contribution of general management activities to the final outcome of the organization's work. The functional goal of the labor organization and management process is to ensure the efficiency of core activities; therefore, its effectiveness is determined by the level of efficiency of the organizational system. It follows that management efficiency is determined by the level of achievement of organizational goals and its integral indicator—profit and labor productivity. The effectiveness of labor organization and management is a relative characteristic of the effectiveness of a specific management system, manifested in various indicators of both the management object and the management activity itself (the management entity), which are both quantitative and qualitative. As a result of improving the labor organization and management system at the enterprise, economic and social benefits are achieved: production volumes and efficiency increase, stable operation of enterprises is ensured, labor savings are achieved, product quality increases, labor satisfaction is achieved, and the level of employee turnover decreases.

However, not all elements of economic and social impact are quantified. This makes it difficult to assess the effectiveness of labor management. At the same time, it is necessary to consider not only quantitative but also qualitative indicators.

Efficiency is a criterion for evaluating the labor performance of a team of employees in any field. Therefore, ensuring high management efficiency is part of the general problem of increasing the economic efficiency of production.

There are different ways to measure performance:

calculation of synthetic management efficiency indicators (efficiency coefficient, reliability);

actual data are compared with the normative, planned, or indicators of previous years (number standards for administrative personnel, economic management efficiency);

application of a qualitative performance assessment with the assistance of specialists;

application of empirical formulas for calculating indicators characterizing management efficiency, etc.

Absolute efficiency is expressed by the total value of the effect obtained as a result of measures to improve the production management system.

Comparative efficiency shows how much more efficient one option is than another, one that has been developed or is in operation.

Based on the aforementioned opinions and considerations, we can provide the following recommendations to increase the efficiency of labor organization and management in industrial enterprises:

- it is necessary to clearly develop a job description for each worker, employee, and specialist, the name, procedure, deadlines, quality, and norms of the work to be performed, their actual execution, and the corresponding amounts of remuneration and incentives (punishments), ensuring their delivery to each of them (N1);

- it is necessary to develop and implement an incentive system that takes into account the introduction of elements of innovation into the workplaces of each worker, employee, and specialist, as well as into the products they produce (N2);

- It is necessary to organize boards such as "Best Worker" and "Best Specialist" and ensure their incentives (N3);

- it is necessary to improve the recruitment mechanism at the level of modern requirements (N4);

- on unforgettable days in a person's life (birthday, wedding, loss of a "close" person, etc.), it is necessary to introduce an individual incentive system based on the capabilities of the manager (enterprise) (N5). As a result, a sense of loyalty to the leader (enterprise), a healthy psychological environment is formed, and the team unites on the basis of kindness;

- The system of incentives and punishments must be formed on the basis of fair principles while ensuring social equality (N6).

Based on the recommendations developed by us above, it is necessary to organize labor and we can find the formula for determining management efficiency:

$$S = \frac{[N1 + N2 + N3 + N4 + N5 + N6 + \cdots .. + Nn]}{Tn}$$

Here: N is the result obtained from the implementation of the recommendations;

Tn is the extracted time.

Efficiency is found by comparing the profit for a specific time period in which the recommendations are implemented with the profit for the previous equal time period. The concept of efficiency is a relative concept and takes two forms: economic efficiency and social efficiency. Economic efficiency is manifested in monetary or material form. Social effectiveness is

manifested in a form that is not visible in money or material terms by bringing some benefit (good) to society, the state, or people (for example, the work of a prevention inspector, a teacher, or a librarian, etc.).

To determine the effectiveness of labor organization and management at the object of study, we set the comparison periods for 2023 and 2024 (Table 1).

№	Implemented measures ommendations) ensuring effectiveness	"Saxovat textile" MCHJ		
		Profit before lementation	Post-mentation profit	Efficiency
1	2	3	4	5
1	N1	4249,6	5796,6	1547,0
2	N2	4168,4	5798,4	3177,0
3	N3	4341,1	5685,0	1343,9
4	N4	4250,0	5941,0	1691,0
5	N5	4321,0	5568,0	1247,0
6	N6	4167,9	5991,0	1823,1
Jami:		25 498,0	34 780,0	9 282,0

Table 1. Labor organization at "Sakhovat Textile" LLC.
control and management efficiency assessment table

Source: Author's development.

As seen from the data in the table above, "Sakhovat Textile" LLC achieved a net profit of 9 billion 282 million soums in 2024 as a result of implementing the aforementioned measures and recommendations that ensure efficiency compared to 2023.

In the table below, we determine the efficiency of labor organization and management in the "Sakhovat Textile" Limited Liability Company.

As we know, the concept of efficiency is a comprehensive relative concept, and there are many internal and external factors that influence it. We have taken only six measures that affect the increase in the efficiency of the textile enterprise, which is the object of our research. Furthermore, when assessing the effectiveness of measures to improve the function of labor organization and management, it should be kept in mind that the actual effect of such improvements will significantly exceed the savings in organizational and managerial costs.

At the same time, improving the management system not only leads to an increase in the labor productivity of management personnel but also contributes to increasing the productivity of all employees of the enterprise, increasing production volumes, and reducing downtime for people and equipment. In addition, there is a need to improve labor discipline and create conditions under which a person can fully manifest and develop their abilities, and this is achieved.

Conclusion. Based on the above opinions and considerations, it can be concluded that the regular and systematic implementation of the developed recommendations into the activities of all economic entities, regardless of their form of ownership, serves as an important factor in ensuring the sustainable development of enterprises. By improving the system of labor organization and management, it is possible not only to increase production efficiency but also to strengthen labor discipline among employees, create a healthy psychological environment, and ensure the social protection of employees.

will be created.

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