

The Impact Of Reasonable Time Allocation On Labor Productivity

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Abstract

The article discusses the rational use of working time as a criterion for determining the effectiveness of labor. In fact, people's work activity is assessed, valued, and rewarded based on it. Because if the boundaries of working time are not correctly set, if they are not distributed according to the goal, if clear results are not achieved, and if wasteful work is not prevented, labor will not bring any results. Therefore, if working time is spent rationally, then labor is productive; if working time is spent irrationally, then labor activity is ineffective. This consideration is widely recognized in social philosophy, labor philosophy, and management. Today is an era of speed and competition. Effective work, self-improvement, and constant development are required in every field. In such conditions, it is very important not to waste time and not to work without a plan.

Keywords: Efficient use of working time, labor efficiency, Modern economy, labor productivity in organizations, companies and firms, speed, competition, resources, products, national economy.

INTRODUCTION

Working time is a category of conceptual concepts that is widely used in a number of social sciences. Such concepts, which are at the intersection of several disciplines, are usually defined differently, and their content and scope are determined in different ways. Such diversity was not observed in views on the content and scope of the concept of "working time". It is defined differently by most philosophers, sociologists, economists, and lawyers. Therefore, working time is described in the same way in the labor legislation of all countries. In particular, the Labor Code of the Republic of Uzbekistan states: "The time during which an employee must perform labor obligations in accordance with the internal labor regulations, shift work schedules, other internal documents, or the terms of

the labor contract is considered working time."¹. In the Labor Legislation of the countries in question, including Uzbekistan, the following are included in the volume of "working time":

- the time during which the employee actually performs his labor duties;
- the time during which the employee is idle without the employee's fault;
- breaks related to technology and the organization of work;
- breaks for feeding a child;
- time for performing basic and auxiliary work (receiving clothes, materials, tools, familiarization with equipment, documents, cleaning and tidying up the workplace, sorting out finished products, etc.);
- other periods of time provided for in labor legislation and other legal acts on labor².

¹ O'zbekiston Respublikasining Mehnat kodeksi.// lex.uz/uz/docs/6257288#6262086.

² O'zbekiston Respublikasining Mehnat kodeksi.// lex.uz/uz/docs/6257288#6262086.

• Both daily working hours and working hours during a shift have their own specific duration. When determining the duration of daily working hours, the concept of “type of working hours” is used. For example, the Labor Code of our country recognizes the following types of working hours:

- normal working hours;
- reduced working hours;
- part-time working hours³.

When determining the duration of working hours in a given period, the concept of “working time regime” is used. According to the Labor Code of the Republic of Uzbekistan, “the working time regime determines the following:

the type and duration of the working week (five-day working week with two days off, six-day working week with one day off, working week with rest days according to a variable schedule, incomplete working week);

the time of the beginning and end of the working day (shift) and its duration;

for rest and meals the time of breaks, as well as other breaks provided for in labor legislation or other labor legal documents;

the alternation of working days and days off;

the number of shifts per day;

the sequence of employees' shifts”⁴.

In any enterprise and organization, the working time of an employee is strictly calculated. Various adjustments can be used for this. For example, working time is calculated based on the amount of work performed during working days and working weeks. All of these adjustments make it possible to control the fulfillment of working time norms by all members of the labor collective.⁵

LITERATURE ANALYSIS AND METHODS

The effectiveness of labor in a team is determined not only by economic (rational marketing, rational use of resources, work productivity, etc.), but also by socio-spiritual (cohesion of the enterprise team, the spiritual and spiritual environment in it, the nature of relations between team members, etc.) factors. The effectiveness and productivity of activities carried out at a specific workplace are the main factors in achieving the goals of the enterprise. A narrow interpretation of the concept can be seen, for example, in the works of K. Abdurakhmonov, A. Avazov, E. Starkova, S. Veretekhin and many other economists. The spiritual and cultural value of productivity and effectiveness is manifested in giving a positive tone to the environment in society, adapting it to the principles of justice and humanity. A broad interpretation of the concept can be seen, for example, in the works of I. Aliev, N. Gorelov, L. Ilyina, Kh. Galiullin, G. Ermakov, S. Kholmuratov, and many other philosophers and economists. During this period, philosophers such as M.Khairullayev and E.Yusupov promoted ideas that would serve as a theoretical basis for social progress, artists such as Oybek and Abdulla Oripov created works that would raise the cultural level of people, scientists such as Y.Gulomov and P.Habibullayev made discoveries that served social progress, artists such as R.Choriev and Ch.Ahmarov created unique works of art, and farmers who became famous throughout the country in their time, such as H.Toshirov, T.Musayev, A.Mamaturdiyev, Y.Turgunov, S.Nishonov, G.Gosidinov, did not hesitate to get huge harvests. However, in conditions where there is no social need for effective and productive labor and initiative is not encouraged, all this remains an

³ O'zbekiston Respublikasining lex.uz/uz/docs/6257288#6262086.

⁴ O'zbekiston Respublikasining lex.uz/uz/docs/6257288#6262086.

⁵ Куралесина А.Й., Малик М.В. Понятие и методы учета рабочего времени в системе управленческого и кадрового учета.// Символ науки, 2016, №10-1.- 79-81-с.

exception, not a typical situation. It should also be noted that one can talk about thrift only in conditions where the economy is changing qualitatively. In conditions where the goal is to achieve quantitative changes, this factor is not given serious attention. Because in such situations, growth is ensured at the expense of quantitative factors (the use of a large number of labor, the construction of new enterprises, the use of a large number of equipment and machinery, the introduction of new lands into circulation, the opening of new mines, an increase in the volume of mining production, foreign trade that allows increasing the amount of resources, etc.). In such conditions, the qualifications of workers and their labor productivity, the quality of equipment and technology remain unchanged. The issue of rational use of necessary resources, their conservation and exploitation is also overshadowed.

RESEARCH METHODOLOGY

It is determined by the possibility of using it as a methodological basis in the process of creating a conceptual approach aimed at increasing the efficiency of functional tasks in teams, supporting balanced labor relations, eliminating problematic issues that hinder the protection of labor rights and labor protection of employees. In particular, over the 30 years after World War II, the country's economy developed rapidly. However, it required more and more expenditure of the resources involved, and their saving was ignored. As a result, economic, financial, labor, and management resources were completely uneconomical. By 1983, the USSR economy used 2.2 times more oil, 3.7 times more iron, and 2.9 times more cement per unit of national income than the United States.

It is noteworthy that in developed countries the state itself constantly encourages enterprises and firms to save resources. This situation is especially strikingly revealed in the article by V.I. Sokolov and A.V. Korneev on the example of the USA. According to the authors, the country has an incomparable amount of resources, which serve to ensure the long-term prosperity of the country. However, this wealth does not mean that they can be used carelessly. In modern conditions, the need to save them with extreme determination is becoming increasingly clear. In such a situation, the task of forming a saving mood and encouraging enterprises to operate in such a mood falls on the state.⁶

RESULTS

The normal duration of working hours in the country is determined on the basis of individual and collective labor contracts and is 40-44 hours per week. The maximum working hours are clearly established by law and have remained unchanged for several decades. The time exceeding the maximum working hours is called additional working hours. The maximum working time in industrial enterprises is 45 hours per week⁷.

In most of the leading countries of the world, there has been a growing interest in measures to reduce working hours while maintaining productivity and efficiency standards. This effort was initiated in 2008 by the administration of the state of Utah in the USA. In order to save on electricity and gasoline, the administration decided to work four days of ten hours instead of five days of eight hours. Although the experiment was halted after three years due to local protests, it nevertheless attracted the

⁶ Соколов В.И., Корнеев А.В. Особенности современного использования природно-ресурсного потенциала США.// США и Канада: экономика, политика, культура, 2014, №4.- 3-20-с.

⁷ Qarang: Алиева З.А. Продолжительность рабочего времени в России и зарубежных странах: сравнительно-правовой анализ.// Юридический вестник Дагестанского государственного университета, 2015, №3.- 84-с.

attention of employers⁸. In recent years, many companies and firms in developed countries have decided to repeat this initiative. For example, in the 2018-2019 school year, the Aisle restaurant in Great Britain and the Think Productive company introduced a four-day workweek⁹.

But experts are beginning to argue that a four-day workweek should last 32 hours, not 40. According to them, such an adjustment alone would lead to a 20 percent increase in labor productivity¹⁰. Their conclusions were soon proven in practice. In particular, large-scale experiments involving civil servants were conducted in Iceland over a three-week period. The employees participating in the experiment were offered to work 35-36 hours a day for four days. International experts who observed it noted that this cooperation expanded the norm of rational use of working time, significantly increased labor productivity, and also reduced the risk of employees experiencing stress. The employees who participated in the experiment were able to spend more time with their family members. The success of the trials has led to the transfer of 86 percent of the country's working population to a four-day workweek.

Interest in the four-day workweek is not only evident in developed countries, but also in other countries. In them, debates and analyses about the positive and negative consequences of this measure are intensifying. Some countries have already reached a consensus on this issue. For example, in July 2024, "The concept of a four-day work week was introduced into the legislation of Kazakhstan. Now the employer and employee can agree on a four-day work week with the right to replace a five-day work week with a six-day work week."

DISCUSSION

In general, in developed countries, in a situation where there is a risk of a shortage of labor resources, attention is increasingly paid to recommendations for saving them. In particular, in the European Union, "National Employment Guidelines" were formulated and adopted based on these recommendations. It pays special attention to the issues of conserving resources by improving working conditions, maintaining the activity of older people at the required level. These measures currently make it possible to maintain labor productivity in enterprises and organizations.

The experience of entities in leading countries in exploring management-related resources is also noteworthy. Over the years, more and more of these entities are systematically implementing measures aimed at identifying employees with management skills. In advanced companies, separate work has been established with employees selected for leadership. During this work, future leaders are trained to make the right decisions, to comprehensively plan the activities of the enterprise. Their skills in organizing the joint activities of many employees are expanded. Also, future leaders are prepared to successfully control the activities of people (team members) engaged in labor.

CONCLUSIONS AND SUGGESTIONS

From the above considerations, it can be concluded that the third criterion indicating labor efficiency is related to the rational use of working time. It is expressed in the proportionality of working hours to the needs of production, the achievement of specific results of labor, and the prevention of wasteful work. In the years of independence, working time in Uzbekistan was expanded in content, and its forms

⁸ Qarang: Jones M. Utah Abandons Four-Day Workweek, Not Savings and IT Goals.// Government Technology, 2011, September, 14.

⁹ Qarang: The four-day week - who's making it work?//ITV News, 2019, September, 19. .

¹⁰ Qarang: Chainey R. It's time to switch to a four-day working week, say these two Davos experts. World Economic Forum.// weforum.org, 2019, January, 25.

were implemented. The task at hand is to resolve the issues that hinder its rational development.

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