The Essence And Economic Importance Of Labor Standardization Processes In Small Enterprises Producing Sewing And Knitted Products

Abdukhamidov Abdurakhmon Abdulatif ogli
Independent Researcher at Kokand University

Abstract
This work deeply explores the theoretical foundations, practical mechanisms, and the impact of labor standardization processes on production efficiency in small enterprises producing sewing and knitted products. A scientifically based system of labor standardization is analyzed as an important factor in increasing labor productivity, rational use of the workforce, reducing costs, and achieving overall economic stability. The study identifies the impact of labor standardization on efficiency indicators through the analysis of modern approaches, normative-legal frameworks, and existing issues in small sewing and knitted enterprises, and proposes directions for improvement.
Keywords: small enterprise, labor standardization, sewing and knitted products, production efficiency, labor productivity, economic efficiency, time norm, normative system, workforce, production process.

INTRODUCTION

Today, the light industry, particularly small enterprises producing sewing and knitted products, plays a significant role in ensuring stable employment, increasing export potential, and supplying the domestic market with high-quality products. Rational use of labor resources and the process of scientifically-based labor standardization have become key factors in ensuring the competitiveness of these enterprises. Labor standardization serves to increase production efficiency by setting clear time and action norms for each labor operation, taking into account production technology, working conditions, and the organizational structure of the enterprise. In particular, the limited availability of resources, the diversity of production technologies, and the varying skill levels of the workforce in small enterprises sharply increase the need for proper labor standardization.

Therefore, this paper provides a deep analysis of the theoretical essence, economic significance, and practical mechanisms of labor standardization processes in small enterprises producing sewing and knitted products. The research aims to clearly demonstrate the role of labor standardization in increasing labor productivity, reducing production costs, improving product quality, and ensuring competitiveness.

Labor standardization is an integral part of the production process, which plays a decisive role in organizing technological operations, effectively distributing labor resources, and increasing production efficiency. In particular, in small production enterprises, these processes directly influence economic outcomes. In practice, labor standardization serves as a normative tool for organizing production activities on a scientific basis, and through its proper application, labor productivity can be increased and economic efficiency achieved.

The scientific foundations of labor standardization have developed rapidly since the mid-20th century, focusing on analyzing the quality, consistency, and economic efficiency of labor activities in production theory. This theory seeks solutions to issues such as evaluating labor force efficiency, optimal use of labor time, and defining operational sequences in the modern economy.

While labor was previously considered only as a technical element of the production process, it is now evaluated as a source of management and economic benefit. Economic development is directly linked to the proper standardization of labor, which helps ensure accuracy and

efficiency in work processes. Nowadays, work performance must be evaluated not only based on the quality of execution but also on the normative workload, labor productivity, and operational standards.

Research on economic reforms and ensuring competitiveness in production is increasing the demand for scientifically-based, systematic approaches to organizing labor activities in enterprises. Effective use of production capacities, improving labor productivity, ensuring continuity in production processes, and saving time resources are becoming strategically important for modern enterprises. In particular, improving the labor standardization system plays a fundamental role in the management and effectiveness of these processes.

The theoretical foundations of this system have developed in various stages and are reflected in the scientific research of international economic schools, CIS researchers, and Uzbek scholars (Table 1.1).

1.1-table.

Historical-Evolutionary Stages of the Concept of Labor Standardization[1]

Stage	Approach Representatives	Key Results
Early Theoretical Foundations Period (Late 18th Century – Early 19th Century)	Adam Smith (1776), Charles Babbage, Robert Owen, and others	Ideas on organizing production efficiently through labor division and increasing productivity were formed.
Scientific Management and Standardization Period (Late 19th Century – Early 20th Century)	F. Taylor (1911), G. Emerson (1913), G. Gantt, and others	Scientific measurement of labor actions, development of standard operations and time norms were established.
Socialist Standardization and Technological Analysis (Mid 20th Century)	V.M. Smirnov (1983), T.A. Kovalchuk (1990), A.S. Lapin (1989), and others	Labor standards became part of production planning, and norms were developed based on technological processes.
Flexible Approach in Market Economy Conditions (Late 20th Century – Early 21st Century)	E.D. Sirenova, S.A. Dyatlov, A.I. Dobrynin, and others	Economic motivation, employment efficiency, and production cost calculation became the main directions in labor standardization.
Digital Transformation and Sector Integration Stage (Since the 21st Century)	M.N. Tursunov (2021), D.I. Soliyev (2020), G.G‘. Karimova (2019), and others	Automation of labor standards based on digital technologies and aligning actual and planned workload became a priority.

The classical economist Adam Smith, in his scientific works, explained that “The division of labor is the primary factor in increasing productivity, through which each worker performs their function perfectly,” thus justifying the role of labor division in enhancing efficiency.

Later, the founder of scientific management, F. Taylor, emphasized the importance of measuring and standardizing labor actions in achieving production efficiency, stating: “Every labor action should be thoroughly studied, analyzed, and regulated through effective standards.” In this regard, according to the principles proposed by G. Emerson, “Labor standardization is a crucial tool for increasing resource use efficiency, preventing unnecessary costs, and improving production quality.”

In the experience of the CIS countries, these approaches have been deeply implemented in practical planning and the activities of production organizations. For example, Russian economist V.M. Smirnov interpreted labor standardization as a “coordinating mechanism in the

[1] Author's Work

management of production processes" and believed that "technological flow can be optimized based on clear standards." T.A. Kovalchuk wrote that "Labor standards are a planning tool that justifies the technological sequence of production." A.S. Lapin, in the context of digitized production conditions, proposed that "Through labor standardization, the accuracy of the production process, the optimal limit of processing time, and the prevention of errors are achieved."

Uzbek economist M. Tursunov, while analyzing labor standardization issues in manufacturing enterprises, emphasized that "In order to regulate the production process, clarity must be added to each operation, and labor standards must be established based on these operations." Additionally, G'. Karimova defines labor standardization as "an economic mechanism that prevents delays, uncertainties, and excessive time expenditure in the production process." D. Soliyev also considers that "Implementing labor standards in enterprises is a key factor in increasing labor productivity and synchronizing production processes."

Conclusions and Recommendations

Small enterprises producing sewing and knitted products are an important segment of modern light industry, playing a significant role in economic growth, increasing employment, and ensuring social stability. The effective use of labor resources in these enterprises, especially the proper implementation of the labor standardization system, directly affects the overall efficiency of the enterprise's operations. Based on the results of the research, the following key conclusions were made:

- Labor standardization is a scientifically based management tool for normalizing production processes, and it is a key factor in increasing labor productivity and the rational use of resources in small enterprises.
- In most small sewing and knitted enterprises, the labor standardization system is not based on modern approaches, leading to inefficiency in production processes and resource waste.
- The standardization system not only requires setting time norms but also involves organizing workspaces, optimizing technological sequences, and aligning motivational systems.
- Statistical analysis shows that small enterprises that correctly implement labor standardization have lower production costs, improved product quality, and higher worker satisfaction levels.

Based on the research results, the following recommendations were made:

1. A separate methodological guide on labor standardization should be developed and implemented in small sewing and knitted enterprises. This guide should systematize the normative standards used on various sewing and knitting machines.
2. Special professional development courses on labor standardization should be organized to strengthen the knowledge of small business leaders and production department heads in this area.
3. It is recommended to introduce operational analysis and real-time monitoring in the standardization system through the use of digitalization and automation technologies (e.g., RFID, IoT, ERP).
4. An internal control system should be implemented in every small enterprise to regularly calculate the key performance indicators of labor productivity (KPInorm, TEEnorm).
5. Scientific research institutes and higher education institutions should support the development of practical, tailored labor standardization models for small sewing and knitted enterprises.
6. If the government implements programs for the training and support of specialists specializing in labor standardization, this will contribute to the professional development of the sector.

References

Ergashev Q.H. Fundamentals of Entrepreneurship. – Tashkent: Fan va texnologiya, 2009. – 256 p.
Egamberdiyev N.K. Production Management. – Tashkent: Iqtisodiyot, 2016. – 312 p.
Sultonova N.A. Labor Organization and Standardization in Light Industry Enterprises. – Tashkent: Study Guide, 2018. – 148 p.
G‘ofurov M.M. Labor Economics and Sociology. – Tashkent: “IQTISOD-MOLIYA”, 2020. – 280 p.
Tohirov F., Abdurahmonov N. Fundamentals of Organizing Production in Light Industry. – Tashkent: Study Guide, 2015. – 210 p.
Rasulov I.M. Managing Small Business and Private Entrepreneurship. – Tashkent: Ilm Ziyo, 2021. – 256 p.
Ibragimov X.B. Labor Standardization System in Production. – Andijan: AndMI Publishing, 2019. – 132 p.
Fayziyev O.S. Methods of Evaluating and Increasing Labor Productivity. – Tashkent: Iqtisodiyot, 2017. – 198 p.
Ergashov R.M. Optimizing Technological Processes in Sewing and Knitted Enterprises. – Tashkent: Fan, 2022. – 164 p.
Labor Code of the Republic of Uzbekistan (2023 edition). – Tashkent: Adliya Publishing, 2023.