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## CONTENTS

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### *Research Papers*

<b>ANALYSIS OF DEVELOPMENT OF BANKS TAKING INTO ACCOUNT ACHIEVEMENTS COMPETITIVE ADVANTAGES</b>	1 – 4
Azlarova Munira Muhammadamin Qizi	
<b>COMPARISON METHODS OF DISTRIBUTION REGULARITY IN ALLOTMENT OF INVESTMENTS INTO THE REGIONS' ECONOMY: IN CASE OF THE REPUBLIC OF UZBEKISTAN'S REGIONS</b>	5 – 11
Alimov Raimjon Hakimovich and Otajanov Umid Abdullaevich	
<b>ASSESSMENT OF EFFICIENCY OF LABOR OF PERSONNEL IN INDUSTRIAL ENTERPRISES</b>	12 – 16
Hamzaev Azizbek Nematovich	
<b>STUDY ON INVESTMENT OPPORTUNITIES IN INDIAN INITIAL PUBLIC OFFERING</b>	17 – 33
Dr. Yathish Kumar and Radhakrishna Nayak	
<b>FACULTY MEMBER USAGE OF SOCIAL MEDIA AND MOBILE DEVICES IN HIGHER EDUCATION INSTITUTION</b>	34 – 44
Jamal Abdul Nasir and Nawab Ali Khan	
<b>MECHANISMS FOR MAKING OPTIMAL SOLUTIONS IN THE COMPANY MANAGEMENT SYSTEM</b>	45 – 49
Kadirhodjaeva Nilufar Rahmatullaevna	
<b>A STUDY ON FOOD AND BEVERAGE SERVICES OF LUXURY HOTELS AND SATISFACTION OF DOMESTIC TOURISTS IN MADURAI</b>	50 – 55
Dr. T. Z. Ahamed	
<b>ANALYSIS OF INNOVATIVE DEVELOPMENT UZBEKISTAN'S INDUSTRY</b>	56 – 61
Abduhalilova Laylo Tohtasinovna and Minarova Murshida Xojimuratovna	
<b>MAKE IN INDIA: ROAD FORWARD OR A MIRAGE</b>	62 – 66
Asif Jeelani Khan	
<b>STUDY OF IMAGE WATERMARKING USING 2D DISCRETE WAVELET TRANSFORM, LIFTING WAVELET TRANSFORM AND DISCRETE COSINE TRANSFORM AND WATERMARKED IMAGE COMPRESSION USING SPHIT ALGORITHM</b>	67 – 73
Vibha Aggarwal, Sandeep Gupta, and Virinder Singla	
<b>O. HENRY'S THE COP AND THE ANTHEM: A PREDICAMENT OF HUMAN EXISTENCE</b>	74 – 76
Ramesh Patel	
<b>GULE NILOFER (<i>Nymphaea alba</i>) AN INFLUENTIAL DRUG IN UNANI MEDICINE: A REVIEW WITH IMMENCE THERAPEUTIC POTENTIAL AND PHYTO-PHARMACOLOGICAL PERSPECTIVE</b>	77 – 83
Afshan Khan, Dr. Aisha Siddiqui and Anwar Jamal	

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**ASSESSMENT OF EFFICIENCY OF LABOR OF PERSONNEL IN INDUSTRIAL ENTERPRISES**

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**ABSTRACT**

*In this article are considered criteria and technique of an estimation of work of the personnel by criteria to indicators. And also, it is investigated efficiency of work of the personnel of Ltd "Karshi ta'mirlash zavodi" on criteria to parameters.*

*Keywords: labor productivity, labor quality, commitment rate, social effect, costs, cost effectiveness.*

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**INTRODUCTION**

As a result of measures taken by the government to stimulate domestic demand and expand production of competitive industrial products, diversification of the economic sectors and increasing financial sustainability, the volume of industrial production increased by 8.0% in 2015, the share of industry in the structure of gross domestic product (GDP) 33.5 percent took the lead. More than 70 percent of the products produced are ready-made products with a surplus value. These figures show that the role of industrial enterprises in the rapid growth of the economy of our country is increasing. The rapid development of the industrial production industry depends on the efficient operation of enterprises operating in the industry with efficient use of labor resources and technological resources.

**ANALYSIS OF RESULTS**

The success of enterprises depends on the level of available employment potential and a more efficient use of personnel. Effective employees' work and the results of their work (effectiveness) have a positive impact on the company's strategic goals. Therefore, when assessing the effectiveness of labor, it should be based on a specific benchmark, which allows measuring the effectiveness of the personnel in interaction. To do this we need to solve the following issues:

- Evaluation of personal work;
- Developing key performance criteria for categorization to assess the effectiveness of individual labor;
- Classification of the personal commitment to the position (position).

Personnel assessment - the process of determining the quality of work required for specific targeted (defined) work activities (position, workplace). The main purpose of personal labor evaluation is to rationalize staffing and to find out that their labor is being used efficiently [1]. An important part of the quality assurance system is crucial to achieving the ultimate goal of personal performance evaluation. For the first time, the quality of work has been described in US businesses as "a job-based assessment". Later, however, the use of this technique became a tradition in other countries. The former administrative command system also had a unique experience in using this effective method, initially in the industrial sector (60s) in areas that are far from production, such as in the field of trade. Thus, the quality of work has been called by different names: "system without shortcomings", "quality management system" and the labor efficiency coefficient is used to measure it and is now referred to as labor efficiency coefficient [3]. Each enterprise and its divisions develop labor performance indicators based on specific business activities, each of which has a specific assessment system that can be expressed by points or coefficients. The system for assessing the quality of work at industrial enterprises is used for the following reasons:

- Study the employee's personal capacity;
- Increasing their professional skills by supporting workers through training and retraining;
- Promotion and career change;
- Organization of additional remuneration and bonus payments;
- Determine the staff members who can not meet the business objectives.

As a rule, a number of indicators (requirements) are used in the quality assurance system. Using a large number of features makes it difficult to keep track of your business account and its practical application. It is desirable for these indicators to be readily accepted by the workers and be as universal as possible, taking into account all the workers involved. However, it should also be noted that they are specialized for specific activities. It should

be noted that some of the constant requirements have been met by many enterprises: skill and initiative, continuity in work (uninterrupted work activity), solid steadfastness in the workplace, having multiple skills, rationalization, inventing skills, etc. At the same time, requirements such as "personnel management, staff search, selection, recruitment, adaptation, development, vocational training and retraining, and planning for career advancement" are also critical. Establishing such indicators and requirements during the enterprise's production process is carried out taking into account the psychological and physiological capacity of the workers, mathematical statistics and a number of other factors. The results of personal work assessment are objective and accurate (reliable) the valuation criteria should be selected and applied correctly [5].

We examine the distribution of labor distribution according to the criteria based on the criteria of how the job is to be used or used. Criteria are designed for each position of the managing staff, who are carrying out labor activity at the enterprise. Workforce distribution summarizes the main goals and objectives, which should be used in specific business processes where the assessment criteria determine the performance of each task and purpose within the enterprise's requirements [6].

The overall result of interconnected activities involving the collection (collection) and analysis of data for individual labor efficiency assessments. It is helpful for the enterprise to determine the impact of the individual's work on the three main principles of achieving its goals and objectives, and to collect the information required to evaluate and evaluate employees.

**Three main conditions of personal labor productivity**

- 1) Compliance with the requirements of the personnel involved in the labor administration, as well as the goals and objectives specified;
- 2) high-quality performance of the work using rational ways;
- 3) Ensuring better and more beneficial effects of human resources on the basis of more expedient use of capabilities (skills, knowledge and skills). The individual performance efficiency assessment describes how people are working, second, how they have achieved results and thirdly , all of which is defined by the way the enterprise is represented (its effectiveness, impact). Figure 1 shows the general form of assessment.

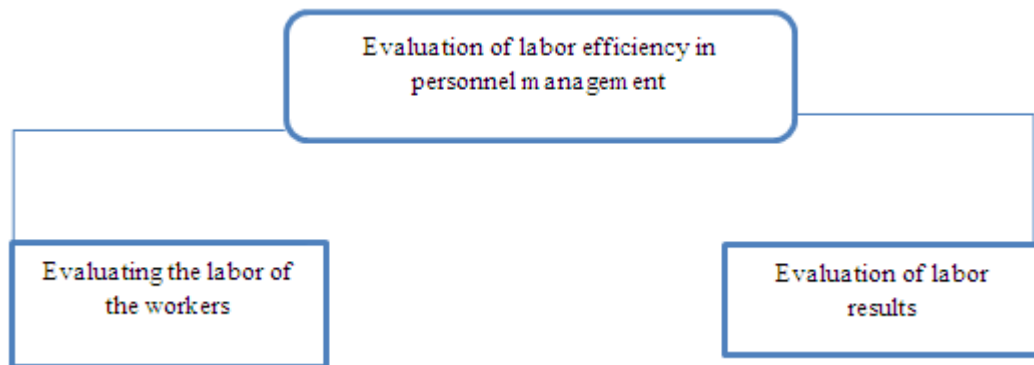


Fig-1: Form of assessment of efficiency of personnel management in industrial enterprises.

Workforce assessment - reflects the impact of indirect effects on improving the quality of labor due to the proper organization and timeliness of the work, that is, the impact of indirect effects on the achievement of the planned result. The result of a worker's assessment is that the employee's work and the work result are consistent with the long-term goals and objectives, reflects the impact of the company on its final results.

The objective of determining the effectiveness of individual employment is to: improve the effectiveness of the workforce (use and full utilization of existing labor force); Providing the necessary information to managers and employees in making business-related decisions. It allows us to develop the company's development forecast and strategy using information obtained from the evaluation of the effectiveness of the workforce. In our opinion, the assessment of the effectiveness of the workforce in the enterprise, the following two economic and social effects will be achieved:

**1. Economic effect**

- Efficiency of the enterprise and personnel;
- level of achievement;
- Quality and quantity of work;
- Quantity of orders in the production of goods.

## 2. Social effect

- Harmony;
- Feeling satisfaction from work;
- Social programs;
- Personal characteristics;
- Behavioral attitudes;
- Unused option or potential.

Our theoretical and experimental research on the evaluation of labor efficiency criteria was awarded with the international quality management certificate ISO 9001: 2008 for 2012-2015, with a positive result on improving the performance results, the main activities include repairing and repairing agricultural machinery (chip, plug, goblet, limex), bolt-thread production, metalworking of various sizes and shapes, and high added value in other industries. In the case of a limited liability company, Karshi Repair Plant, which specializes in the production of products, we analyze the performance of its managers and employees and set key performance criteria. For this purpose it is necessary to consider the following positions: general manager, chief engineer, mechanic, welding and casting department manager, managing manager, work with clients manager, head of planning department.

In the "Karshi Repairs Plant" the efficiency of personnel efficiency is determined by the criteria of a separate enterprise, managers and employees. The universal criterion for evaluating the following is:

Work time utilization rate means the level of exploitation (use) of a defined daily work time. Time spent for performing workplace production ( $I_t$ ) the time between the normal working hours (hours) ( $I_d$ ) of the workday and it is determined by the following formula:

$$K_t = I_t / I_c \quad (1)$$

The main task of working on a scientific basis is to comprehensively analyze the use of time and its unsustainable spending, to reduce its cost-effective use and disrupt the work time. One of the main conditions for achieving high labor productivity is by exploiting the business hours to save it. Labor productivity ratio - time of production of conditional unit of production ( $M_t$ ) to the gross product output ( $I_{po}$ ) in the reporting period:

$$L_r = I_{po} / M_t$$

The criteria for assessing the effectiveness of the workforce can still be counted on. In the field of activity, they can be the perfect criteria, in our analysis, these criteria are essential. For example: Reduction of patient recurrence rates or healing of the patients serves as a criterion for assessing personal health in the medical field. In realistic estimation of the effectiveness of the individual labor product, the main objectives of the enterprise should be compatible with the work performed by the current staff [7]. High productivity in enterprise-targeted production depends on the ability of the personnel to carry out their service responsibly. [8] The above-mentioned criteria are effective for identifying employees, employees and specialists in the enterprise. Other criteria for assessing labor efficiency are used by managers and staff in the enterprise (managing employees, professionals, employees). In determining the effectiveness of the managers and staff, it is important to identify and analyze the criteria for the effectiveness of labor management. Management effectively creates an effective workforce. Managerial and productive workmanship is the driving force behind the success of the enterprise. Finally, it organizes effective activities of the enterprise.

Management efficiency is the ratio of resources used or consumed efficiently [9]. In our view, the effectiveness of management efficiency is more complex than any productivity in production, and it should be noted that the effectiveness of management is of two economic and social goals. The effectiveness of personal labor is also the result of the effectiveness of management, the only difference between labor efficiency and labor management is the measurement, computation and significance. Based on the study of the effectiveness of management of the Karshi Repair Plant, the effectiveness is as follows:

- Implementation of new ideas;
- Development of the concept of personnel management;
- Personnel control and employee motivation;
- Implementing business goals based on clear plans.

The effect of social effect on economic efficiency is not to be quantified. However, they are interconnected. The economic criterion of labor management at the Karshi Repair Plant is as follows:

Economic Performance Coefficient - describes the results of high product output achieved as a result of targeted costs (production cost) of the enterprise. This allows you to determine whether the funds spent on the business activities are profitable or not.

The production capacity or the cost of a single unit ( $I_s$ ) is determined by the ratio of the cost of management ( $S_m$ ):

$$K_c = S_m / I_s$$

Economic management describes and evaluates the labor productivity and the amount and dynamics of expenditure in management activity. Increasing the quality of administration and achieving the goals without changing the amount of expenditure for managerial activities, demonstrates effective labor management.

As mentioned above, social effectiveness is not quantifiable. However, in our opinion, there is a quantitative determination of the social effect based on a chain-based "cost-effect-oriented" relationship. To achieve this, it is necessary to compare the amount of expenditure directed to achieving the objective, or, in other words, the outcome of the outcome of the management's outcome. Efficiency achievement and cost savings levels. Thus, the economic effectiveness of labor management becomes a social effect. It is crucial to know the level of employee engagement in assessing the effectiveness of reliable and qualitative labor using personal evaluation criteria and methods of computation as a result of research.

Determining the level of individual commitment allows the correct use of the results based on performance evaluation criteria, and can therefore be interpreted as the result of the degree of commitment of individual positions and the outcome of the assessment of labor efficiency.

This table shows that the CEO of the enterprise does not consistently monitor the work of the motivation function in the workplace, the planning, control, motivation and coordination of the chief engineer, the labor and managing staff, and the control of the head of the planning department. As a result of the low skilled work experience, the manager of the Customer Service Department's motivation and planning department did not perform the functions of motivation and coordination. It is possible to conclude from the findings that the staff of the enterprise being analyzed fully and partially fulfills the required level of work ability and commitment by 90%, without qualification and non-fulfillment of duties - 10%. Personnel managers carry out productive work with their sense of duty and responsibility when performing the job functions at the enterprise being analyzed. The employee who is responsible for the performance of the job function must perform the function of his or her job. This situation ensures that employees do not do jobs that are not part of their job duties, and ultimately ensures the full implementation of their duties in the workplace. The classification of the classification resulted from our study indicates the employee's obligation to do so. Thus, employees should meet the job requirements, as well as their current position and staff. This will save the time and cost of the training spent on training, seminars and trainings for the employee to be assigned to the company and qualitative labor. As a result of the assessment of the effectiveness of the individual labor, the management of the enterprise can not only define the quality of the workforce but also the employee's compliance with this position. If the employee shows high performance results at his / her level of commitment, then he / she deserves a job position.

Using the above-mentioned coefficients, the criteria can be calculated and can be determined by comparing their duties on the job position. If the result of the work corresponds to the level of personal responsibility for the position, it means that employees are working productively. If the outcome of the study does not meet the mandatory level, then the review of the function performed by the management may increase labor efficiency by increasing or decreasing the functional function.

## **CONCLUSION**

In summary, it is possible to estimate the effectiveness of work based on criteria: first, the level of employee compliance; Secondly, it helps to determine the level of labor productivity, professional proficiency and commitment levels of a worker in fulfilling the defined job function.

In determining the effectiveness of individual labor efficiency, the definition is effective if the criteria used are objective, coefficient-expressed and substantial. It is practical to use criteria-based measurements in the measurement, as the indicators do not define the standard of work for each employee, but rather the rate of work. This in any case (time) also means that correction of the worker's work or the ability to work is a possibility that further enhances the effectiveness of personal productivity at the enterprise.

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