



ISSUES OF IMPROVING THE REMUNERATION MECHANISM FOR EMPLOYEES OF INDUSTRIAL ENTERPRISES

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Annotation

This article talks about the effective organization of the work process at industrial enterprises, personnel selection, development and management of the enterprise together with the team.

Keywords: Industrial enterprises, personnel management, improvement system, personnel selection, legal relations, human resources.

Relevance of the Topic

The essence of team management at industrial enterprises, including workers, employers and other owners of the enterprise, lies in the establishment of organizational, economic, socio-psychological and legal relations between the subject and the object of management. These relationships are based on the principles, methods and forms of influencing the interests, behavior and activities of employees in order to obtain maximum benefit from them. Methodologically, this area of management has its own conceptual apparatus, has its own characteristics and performance indicators, special procedures and methods. Methods and directions for analyzing the content of labor of different categories of employees. In the context of the transition to market relations, improving the personnel management system at industrial enterprises is one of the urgent tasks. During the transition from a planned centralized system of management of the national economy to a market model of the economy of a certain region, optimization of the system of formation, distribution and use of personnel and their potential acquires special importance for each industrial enterprise, regardless of the form of ownership.

The creation of a competitive enterprise is always associated with the people who work at the enterprise. New management methods and specific knowledge, skills, competence, discipline, motivation, willingness to learn problems lie in the capabilities of the organization.

The formation of competence among employees begins with the selection of personnel and their employment. People joining the organization must have education and work experience.

The implementation of the goals and objectives of personnel management is carried out through personnel policy. Personnel policy is the main direction of work with employees, a set of basic principles implemented by the enterprise's personnel service. In this regard, personnel policy is a strategic direction of personnel work. Personnel policy is a purposeful activity to create a workforce that best facilitates the coordination of the goals and priorities of the enterprise and its employees. The general requirements for personnel policy in modern conditions are as follows:

1. Personnel policy should be closely related to the company's development strategy. In this sense, he represents the personnel of this strategy.
2. Personnel policy should be flexible enough. This means that, on the one hand, it must be stable, since stability is associated with certain employee expectations; on the other hand, it must be dynamic, i.e. Company tactics must be adapted to changes in production and economic conditions.





Its aspects aimed at taking into account the interests of employees and related to the organizational culture of the enterprise must be stable.

3. Since the formation of a qualified workforce is associated with certain costs for the enterprise, personnel policy must be economically justified, that is, based on its real financial capabilities.

4. Personnel policy must provide an individual approach to its employees.

Thus, personnel policy is aimed at creating a system of working with personnel that is aimed at obtaining not only economic, but also social results, in accordance with current legislation.

Human resource management in an enterprise has strategic and operational aspects. The organization of personnel management was developed on the basis of the enterprise development concept, which consists of three parts:

- production;
- financial and economic;
- social (personnel policy).

Personnel policy determines goals related to the enterprise's attitude to the external environment (labor market, relations with government bodies), as well as goals related to the enterprise's attitude towards its employees. Personnel policy is implemented by strategic and operational management systems. HR strategy goals include:

Personnel development and training is one of the most important areas of personnel management and one of the factors for the successful operation of a small enterprise. Investments in the development of human resources play a greater role than investments in the development and improvement of production processes.

People development should be one of the most important tasks of a small business. For successful employee development, the following conditions must be met:

- support for employees who are able to learn;
- dissemination and integration of knowledge and best practices;
- adapt and, if necessary, train newcomers;
- awareness of management personnel about the importance of personnel policy and the desire to reduce the level of staff turnover.

As for the remuneration system, the management of a small enterprise independently chooses the form, system and amount of remuneration for its employees, as well as all types of additional payments: allowances, bonuses, increased travel funds, dividends on shares, etc.

As part of the Action Strategy for five priority areas of development of our country for 2017-2021, over the past period, about 300 laws and more than 4,000 resolutions of the President of the Republic of Uzbekistan have been adopted, aimed at radical reform of all spheres of state and public life. Because of public discussion, a development strategy for New Uzbekistan for 2022-2026 and a state program for its implementation were developed, consisting of the following seven priority areas, based on the principle "From an action strategy to a development strategy." ", were accepted. It should be noted that in this document, in addition to a number of directions for the development of the Republic of Uzbekistan, in the section "Priority directions of economic development and liberalization" considerations aimed at deepening structural changes and increasing the competitiveness of leading sectors of the economy are considered. The national economy, in particular industrial production, was brought back to its feet through modernization and diversification.





In addition, a number of regulatory documents on the development of industrial production at the country level have also been developed.

In addition, a number of regulatory documents on the development of industrial production at the country level have also been developed. The initial direction is regulatory documents aimed at the development of certain sectors of industrial production in Uzbekistan. The development of industrial production in our country, the formation of new industries, the modernization and re-equipment of industrial enterprises, and the increase in product exports are directly related to the investment process. Therefore, it is natural that the adopted regulations on the development of industrial production should be developed in inextricable connection with organizational and legal documents related to direct investment activities, and complement each other. The Republic of Uzbekistan has developed many regulatory documents related to investment activities, the most important of which is the Law of the Republic of Uzbekistan "On Investment Activities".

In order to increase the efficiency of innovation management at industrial enterprises of our country, it is advisable, for the purpose of strategic development of the enterprise, to develop development directions related to innovation activities, to develop appropriate measures for the implementation of innovations. . In this case, the use of the method proposed above when forming a tree of innovation management goals creates the basis for ensuring the sustainability of the innovative development of the enterprise, as well as achieving high efficiency.

Product production at industrial enterprises may change under the influence of performance indicators of innovative enterprise management. In other words, innovation management is properly organized at an industrial enterprise, and the more the production processes technically and technologically meet the requirements of the time, the faster the production volume increases. It is advisable to focus on the development of government programs aimed at stimulating the development of a mechanism for innovative management of industrial enterprises in our country. It is necessary to transfer industrial enterprises to the path of innovative development on a regional basis. It will also be possible to transfer the processes of production of industrial products manufactured in the regions to the path of innovative development, and regularly improve their indicators of the global competitiveness index.

Monitoring the innovative activities of industrial enterprises and existing problems in their development is carried out by regional innovation and industrial centers. Also, long-term programs for the innovative development of industrial enterprises and measures for their implementation are studied by regional centers for the development of industrial enterprises, and practical assistance is provided on their financing and the use of appropriate benefits.

Conclusions and recommendations. Internal and external factors constantly influence the effectiveness of innovative enterprise management. In the system of modern economic relations, internal factors include entrepreneurial abilities, enterprise personnel, communication efficiency, organizational structure of the enterprise, market orientation of innovation activities, and the level of sufficiency of resources for innovation. It is necessary to take into account external factors influencing the effectiveness of innovative enterprise management, such as consulting and advisory services, financial support, stimulation of innovation activities and legislation in the country.





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