

**THE IMPORTANCE OF ANALYZING THE LABOR FACTORS OF ENTERPRISES**

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**Abstract:** Nowadays, the economic independence and financial responsibilities of enterprises have increased dramatically in the conditions of the market economy in our country. The financial condition of enterprises has come to the fore. This, in turn, requires an in-depth study of the existence of production and financial means of the enterprise, its use during production, economic activity, and distribution.

**Keywords:** labor resources, labor indicators, population growth, labor resources.

Economic relations, the vital labor factor, i.e. the human factor, plays a key role in the production of products (work, services) in enterprises. Because the human factor is required in any advanced stage of scientific and technical development. That is, production equipment based on high technology must be managed by a person. In such conditions, it is important to study the level of supply of labor resources of enterprises.

the volume of production, a decrease in the cost of the product, an increase in the profit margin, and the improvement of a number of other technical and economic indicators depend on the level of supply of labor resources of the enterprise. The level of fulfillment of labor indicators affects the maximum use of machines and equipment, the simultaneous implementation of production and the increase of labor productivity.

The population and its labor resources are the main wealth of any country. Uzbekistan is a country rich in labor resources. Our republic ranks first in the world in terms of birth rate and natural population growth. The people of our republic are multi-ethnic, more than 100 nationalities and peoples live here in peaceful harmony. 40% of labor resources in Central Asian countries are concentrated in Uzbekistan. Labor resources are the greatest wealth of our country. The successful implementation of the production program depends primarily on the availability of labor force of the enterprise.

The level of use of labor resources directly affects all indicators of economic activity. In any farm where labor resources are fully used, a lot of cheap products are grown there, and the farm grows rapidly.

include able-bodied workers employed in the economy, as well as the elderly and disabled, teenagers and other workers involved in production. Therefore, this category of employees should also be taken into account when calculating the labor balance.

When the use of labor force is simulated, the available labor resources and their distribution by sectors, the balance of labor, the degree to which the working time of farm workers is used and their labor activity are determined. This is very important, because if the farm is fully equipped with production buildings, machines, various machinery and fertile land, it cannot develop if there is not enough labor force.

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The main task of analyzing the supply of labor force of farms and its use; 1) study the structure of labor resources; 2) to determine whether the available labor force is sufficient for the production of the farm; 3) analysis of the use of labor force by sectors and months; 4) consists in determining the possibilities of full and uniform use of labor resources.

Before determining the demand for labor force, it is necessary to check to what extent the farm is using the labor force, to study the real state of labor resources, to determine the reason for the workers' participation in the farm by months or not. Manpower requirements are mainly determined in two ways.

The following indicators are studied as part of the labor factors affecting the volume of the product:

1. Of the enterprise to what extent with the workforce provided .
2. Effective from working time use
3. Per employee average yearly work productivity (of labor productivity level ).

These noted labor factors indicated the volume of product production effect scope historically differently was . For example , technical and technological processes not very developed Production of goods in the conditions is mainly additional worker strength in exchange for engagement achieved . In the current conditions , scientific and technical progress is developing during the period of product production mainly labor productivity is achieved due to increase .

Labor factors enterprise applies to all areas of work . Any powerful technique is " dead " if it is not worked. Because of this of enterprises work fix for mainly rational use of labor factors it is necessary To this reach requires analysis .

The main tasks of management analysis in the study of the provision of labor resources of economic entities in the conditions of transition to today's market economy are the following:

1. Calculation and assessment of the impact of the provision of economic entities with labor resources, changes in their composition and structure on labor productivity;
2. Determining the reasons for loss of working time and evaluating it;
3. Objective assessment of the implementation and dynamics of the labor productivity plan ;
4. Determination of available opportunities for effective use of labor resources;
5. Assessment of employee dissatisfaction;
6. To identify labor factors affecting the volume of product production and evaluate them;
7. To determine the labor productivity of an employee and evaluate the factors influencing its change;

8. Study the effect of the use of working time and the change of one-hour productivity on the volume of product production.

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