
THE STATE OF EMPLOYMENT IN INDUSTRIAL PRODUCTION

Miyassarova Mahliyo Ahmad kizi

Researcher SamSU

As part of the current economic reforms, it is important to create new jobs in industrial enterprises in order to create employment opportunities. Today, the creation and maintenance of jobs is a prerequisite for effective, highly productive work of performers in any form of division of labor and cooperation. How each workplace is the first stage of the production and labor process, and all three elements of the production process in the workplace: labor, tools and labor, that is, the living labor of the leader, are combined into a single one, and how As a result of this cooperation, new consumer values are created, products of labor. This is why a lot of attention is paid to job creation.

The workplace is a part of the production area where all the main and auxiliary technological equipment, fixtures, tools, work furniture and special fixtures are located, designed to perform certain types of work. Inside the workplace there is a work area, which is a three-dimensional space in which all the basic labor actions of an employee are performed. This zone is the most active part of the site and has special requirements for its organization: compliance with anthropometric and biomechanical parameters of a person, physiologically acceptable working conditions, access of body parts to work items, tools or machines and mechanisms, as well as labor protection. and working conditions. security guarantee. The requirements for the organization of the workplace and the working area are developed by a special section of science - ergonomics. The task of this science is to organize the functional capabilities of a person in the labor process and develop recommendations for creating optimal working conditions. These conditions ensure that the design of the equipment, working conditions and technology correspond to the psychophysiological characteristics of the human body.

All vacancies are classified according to a number of criteria. According to the level of mechanization, they are divided into 5 groups: machine, machine-mechanized, automated and hardware workstations.

With manual labor, all labor processes at the workplace are carried out manually, hand tools are used, the main source of energy for reducing labor is the physical strength of a person.

Machine-hand jobs include machining (modification) of workpieces due to external energy (electrical, thermal, kinetic), but with the direct participation of the employee.

Mechanized workplaces in small enterprises also differ from manual and machine workplaces in that the main technological processes are carried out by machines and mechanisms, and the employee is responsible only for the management of machines, i.e. Labor is spent on management, labor. is not responsible for changing the goods. Mechanized jobs include semi-automatic lathes, truck drivers, excavators or bulldozers, drillers and workers in many other professions and jobs. Here the machine does not work in the form of an automaton, but under the constant control of a person.

It should be noted that at automated workplaces the entire technological process is carried out without human intervention using a machine tool, machine tool or automatic machine, the employee is only responsible for starting and stopping the machine, adjusting and semi-adjusting if necessary.

The employee will have a lot of time that can be used to maintain multiple machines and increase productivity.

Hardware workstations are equipped with various devices that act on the workpiece due to heat, electricity, chemical and biological energy. As in automated processes, the employee only monitors and controls the processes performed by the equipment, ordering them as needed.

On the basis of specialization, all vacancies are divided into specialized and universal. Specialized workstations equipped for these tasks can perform the same or similar tasks in terms of the content of the operation and the type of work (molding, thermistor, drill, computer operator, etc.). A wide variety of jobs are carried out in universal workplaces. Such jobs are usually a small series of equipment and a set of machines and mechanisms that allow you to quickly perform one job in the same production environment (for example, supplying workshop equipment, domestic services, etc.).

According to the division of labor, the two types of jobs are divided into individual and collective. There is always one manager at an individual workplace. In collective workplaces, work processes are carried out by a group of employees (for example, labor is organized in the form of a team, servicing large machine units and hardware complexes, etc.).

According to the division of labor, the two types of jobs are divided into individual and collective. There is always one manager at an individual workplace. At team workplaces, work processes are performed by a group of employees (for example, when organizing work in a team, when servicing large machine units and hardware complexes, etc.). In this case, it is important to select personnel, clearly divide responsibilities between performers and objectively assess the contribution of each employee to the team's work.

Depending on the number of serviced equipment, workplaces can be single-machine and multi-machine. When servicing two or more workplaces on a semi-automatic or multi-machine machine, it is necessary to accurately determine the number of machines and mechanisms that can be serviced simultaneously. The goal is to eliminate their idleness and keep executive workers busy in productive work. Such service can be achieved if the production is fully or partially automated, each machine has an automatic time for the machine, during which the worker can service one or more other machines.

Finally, jobs can be classified according to sustainability: additional jobs (jobs for builders, miners, attendants or repairmen) that are located in the same job and are equipped with important jobs (for example, jobs for machine operators, assemblers).

As we know, employment policy as an integral part of the country's socio-economic policy, in accordance with the transitional period of the economy, aimed at the effective use of labor potential and solving employment problems in its development, employment policy redistributes labor by sectors, and employment should be aimed at ensuring decent employment level.

Currently, the labor market regulation policy is aimed at achieving the following goals:

- achieving a balance between demand and supply for labor;
- encouraging the orientation of the unemployed to work;
- to increase the professional mobility of unemployed citizens in search of work; provide jobs for all who are looking for work

Within the framework of employment policy at the national level, employment promotion is carried out in two directions, namely in the form of a passive and active employment policy.

The passive employment policy of the population includes such actions as the payment of benefits to the unemployed through the state employment service, retraining of the unemployed and the organization of public works. This variant of the employment policy is somewhat economical from the point of view of the current expenditures of the state. However, the policy of passive employment can only be less justified by the high flexibility of the labor market and professional mobility of the labor force in times of economic growth, when the economy has some broad conditions for promising independent employment.

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