

ORGANIZATION AND IMPROVEMENT OF PAYMENT OF WAGES IN INDUSTRIAL ENTERPRISES IN THE CONDITIONS OF ECONOMIC LIBERALIZATION

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Fazilova Xurshida Ibragimovna

Abstract

Salary issues are one of the most important in industrial enterprises. This article discusses the remuneration system for employees of industrial enterprises and their incentives, definition meetings, regulatory documents regulating labor.

Keywords

salary, table, tariff table, labor contract, labor market, work and time systems, working hours.

INTRODUCTION

Salary is the main source of the employee's income, a form of economic realization of the right of ownership to his/her ability to work. At the same time, for the employer, wages paid to hired employees are one of the elements of production costs. The employer buys labor resources for use as one of the factors of production. Payment of wages to employees of industrial enterprises is carried out mainly in the business style.

MATERIALS AND METHODS

In the conditions of the market economy, based on the quantity and quality of work, mainly time-based and work-based systems are used. In the form of part-time wages, the amount of wages received by an employee is related to the time worked, that is, the amount of wages does not depend on the level of labor productivity and intensity. A worker's salary is measured by the amount of product produced by an employee during a certain period of time.

In the following cases, the terms of payment of wages may be changed without the consent of the employee:

- if it is impossible to maintain the previous conditions as a result of changes in technology, production and labor organization;
- may be allowed in other cases provided by law.

RESULTS AND DISCUSSION

In the labor market, the employee does not sell his labor, but his labor power. Salary is the price of labor in monetary form, which is paid by employers (enterprises, institutions, entrepreneurs) to workers for performing a certain amount of work of a certain quality during a certain period of time.

Usually, a balanced price for labor is formed in the labor market. This price is called the wage or wage rate. The market price of a labor unit is the amount (rate) of wages, which is determined in the form of a job offer or in accordance with a contract, but cannot be less than the minimum wage level established by law in the country. Also, the amount of wages determines the level of wages paid to labor performed within a certain time unit (hour, day, week, month) and having certain professional qualifications.

The essence of payment for labor is manifested in the function (tasks) it performs in the production, distribution, exchange and consumption of products, which are the stages of social production [2]:

1. The reproduction function. This function is inextricably linked with the features of the state regulation of wages, the determination of the amount of wages that ensures the reproduction of the labor force at the legal level.

2. Stimulating function. The employee should be interested in constantly improving his work and results.

3. Measurement-distribution function. This function is intended to reflect the measure of live labor at the time of distribution of consumption funds between the hired worker and the owner of the means of production.

4. Location function. The importance of this function at the present time is seriously increasing. Its essence is the convenient placement of labor resources by regions, economic sectors and enterprises.

5. The function of forming the paying demand of the population. The task of this function is to coordinate the demand that is able to pay, such a demand is understood as the form of manifestation of the needs of the customer provided with monetary funds, as well as the production of consumer goods. The state system of wage regulation is carried out in 3 main directions [4]:

- 1) the minimum wage (minimum wage amount) is determined by the state. In the process of inflation, the indexation of the minimum wage is carried out in accordance with special decisions of the government;

- 2) the increase of the average salary for all categories of employees working in enterprises is limited to a certain extent. The state uses this method to reduce the rate of inflation in times of crisis;

3) increasing tax rates are set depending on the average increase in wages, or the same reduced tax rates are set depending on the circumstances.

In most enterprises, the calculation of wages is carried out on the basis of the tariff system, especially its elements such as the tariff rate and tariff rates. Salary is a form of payment that enterprises, institutions, organizations must pay to their employees for their work. Salary consists of main and additional parts. The main part is a relatively constant part of the salary. It includes salary, bonus and additional fees set according to the tariff. The salary and additional fees are fixed for a certain period, and are canceled in case of deterioration of the work (except for the payment for working conditions). The additional part includes awards and incentives given for the general results of work at the end of the year. There are state and local types of legal regulation of wages. Standardization by the state consists in determining the general terms of payment of wages by the state authorities and administrative bodies. Local regulation-laws consist of determining the terms of payment of wages, which are developed by the administration together with the trade union committee within the framework of their rights.

A sample structure of an employee's income can be offered as follows [3].

1. Tariff rates and salary payments.
2. Additional pay for working conditions (characteristics of the production environment, shift, level of employment during the shift).
3. Awards (for above-average productivity, for personal contribution to increasing efficiency and profitability, for very high quality of products, for fast and responsible task performance).
4. Awards (for high-quality and timely performance of contracts and work stages, for annual total work, from the fund of department heads, author awards for discoveries and rationalization proposals, for active participation in the development of new technological and organizational proposals awards).
5. Services of the enterprise to its employees (social payments)
6. Dividends on company shares.

Overpayments. In the form of business production, bonuses for productivity above the norm are of particular importance, if the reason for the overperformance is that the worker's ability to perform this work is above average. Violation of technology and technical safety, excessive intensity of work, error of the system are not considered objective grounds for achieving return to work. Bonuses for the high quality of the product, urgent and responsible task performance are paid from the total salary of department heads. The size and duration of this bonus is determined by the relevant management.

Awards. Two main types of rewards are distinguished [5]:

1) for high-quality and timely performance of work;

2) personal creative contribution of the worker to the overall results of the enterprise and division

The economic content of wages

A part of the created gross domestic product, that is, the part belonging to workers and service providers, as well as the labor force, is distributed among its producers depending on the quantity, quality and productivity of labor, and this is called wages in economic literature. Wages play an important role in the economy of all countries nowadays. That is why economists pay close attention to the content of wages. When determining the content of the salary, different economists approach it from different angles and give it different rates.

In modern economic theory, some teachers interpret wages as the price of labor, and some as the equilibrium price of supply and demand in the labor market. In this, they are mainly based on the misconception that labor is sold in the market, that is, in our opinion, wrong. The functionalization of the labor force, its orientation to a certain goal is an activity process, and it has neither value nor price, it cannot be bought on the market, it is known to everyone in science, in real life, and in economic practice. For this reason, we can't even try to prove it. There is also a positive side to this idea, which must be taken into account. Despite this, they tried to connect work with the worker's qualifications and results. Summarizing various theories about the content of wages, the following conclusions can be made.

1. Wage theories have a one-sided approach to wages, and the fact that it is a complex and multifaceted economic process is sufficiently neglected. But in each of these theories, one or another aspect of the salary has been correctly evaluated, and there is a positive content that can be used in them.

2. The general level of wages is always closely related to the achieved level of the economy in each country, that is, general labor productivity, the volume of national products and its amount per capita.

3. The amount of wages should be sufficient to reproduce the labor force, to satisfy the needs of the worker himself and his family members.

4. The amount and level of the salary depends on the qualification of the workforce and its productivity.

5. The level of wages depends on the achieved level of production in each enterprise or firm. That is why, although the amount of work and qualifications are the same, it can be different in other enterprises.

After these conclusions, the content of the salary can be defined as follows. Salary is a monetary expression of the share of the national product received by workers and servants depending on the quantity, quality and productivity of their labor.

Wages are related to the necessary product created in the production process. Because the salary is the main part of it.

The main task of wages is to improve the living and working conditions of workers and employees, in other words, to ensure the connection between the standard of work and the standard of consumption.

In addition to wages, interest, profit, rent, dividend, various benefits and allowances also play a role in the reproduction of labor force. For a more complete understanding of wages, it is necessary to know the concepts of nominal and real wages.

It is important for the worker not in what form and how much he receives wages, but how much goods and services he can buy for him. That is why the nominal and salary are different. Nominal salary is a sum of money or a sum of money received during a certain period of time. For example, the salary of a worker at Ohangaronsement plant was 200,000 soums in January, 190,000 soums in February, and 220,000 soums in March. These are nominal wages.

CONCLUSION

In most countries, the main issue in the development of labor relations is issues related to the social security of unemployment, the possibility of improving the working conditions of workers and increasing wages. The main role in solving these problems belongs to trade unions. In most labor markets, workers 'sell' their labor collectively through unions. Trade unions negotiate with a relatively large number of employers, and their main economic function is to raise wages. Trade unions can achieve this goal in different ways.

1. Increasing the demand for labor force. From the point of view of trade unions, the most convenient way to increase wages is to increase the demand for labor force. As a result of the increase in the demand for labor force, both the labor rate and the number of jobs will increase. Trade unions can increase the demand for labor by changing one or more factors that determine this demand. In particular, they try to achieve the following: a) increase the demand for the produced product or the provided service;

b) increase labor productivity; c) change the price of other factors of production used together with labor force.

2. Reducing labor supply. Unions can raise wages by reducing labor supply. This is achieved in the following ways: a) restriction of immigration; b) reducing child labor; c) support for early retirement; d) to help shorten the working week.

In addition, trade unions force businesses to hire their members and establish complete control over labor supply. Unions artificially reduce the labor supply through their policy of reducing the number of members. This, in turn, leads to an increase in the wage rate.

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