



THEORIES ON LABOR SOCIOLOGY AND THE IMPORTANCE OF THEIR POSITIVE ASPECTS IN THE RATIONAL ORGANIZATION OF THE LABOR PROCESS

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ABSTRACT

In the global economic system, raw materials, production, goods, trade and mutually stable continuous financial relations suddenly undergo major changes, breaking the communication chains of the economies of countries and states that have been strengthened for many years. Any countries that pay great attention to the maintenance of labor stability in production and enterprises and organizations living in the midst of such global changes and economic measures are taking measures to adapt and stabilize their internal and external socio-economic policies to the changing environment.

KEY WORDS: *sociology of labor, global economy, stability of labor, B. Spinoza*

INTRODUCTION

In today's global world, production and trade relations are so systematically interconnected that the economic influence of the most developed countries is very noticeable. Especially in the last years of the 21st century, the pandemic related to the covid virus, the conflicts between Russia and Ukraine have shown a significant impact on the economic relations of other countries. The interconnectedness of the world economy in a systematic and chain-like manner, the expansion of transnational companies and branches in the countries of the world, and the strong interdependence in the industrial, production and trade system, is shown as a real socio-economic fact. In the global economic system, raw materials, production, goods, trade and mutually stable continuous financial relations suddenly undergo big changes, breaking the communication chains of the economies of countries and states that have been strengthened for many years.

THE MAIN RESULTS AND FINDINGS

Any countries that pay great attention to maintaining the stability of production and enterprise and labor in organizations living in such global changes and economic measures are taking measures to adapt and stabilize their internal and external socio-economic policies to the changing environment. These historical events taking place in the life of the world are a new way of looking at the world, being able to adapt to the conditions where there are many attacks and dangers of tension and anxiety factors, ensuring the freedom and value of humanity, its rights and freedoms, the expansion of common sense and worldview in the minds of people who are used to living a sufficiently high-quality life, solidarity forces to understand and draw a conclusion about how important it is in ensuring the priority of justice in the world. At this point, ensuring the stability of the economy of any state and paying attention to the rational use of labor resources and increasing the efficiency of human capital have been proven in complex historical situations to serve the stable growth of the micro- and macro-economy.



The economic growth of today's state economy depends to a large extent on the development of human capital, education, and the organization of working conditions. Because only hard and effective work and education will give a great impetus to the development of socio-economic conditions in the future. First of all, the effort of a person with developed capital to ensure a decent standard of living, to use all his intellectual potential and experience, will definitely contribute to the increase in the quality of life. It is also a well-known fact that the creation of human capital and its proper use through a great deal of attention to labor can bring enormous wealth. But it has been and is being used to varying degrees throughout human history and today. How the capital of a person who spends 3/1 part of his main day, i.e. 8 hours, is used in the work process is not the same in all countries, and the efficiency is corresponding to it. In the CIS countries separated from the former union, and especially in many enterprises in our country, human management has not yet been systematically organized on the basis of rationality, and the administrative-command system has been preserved and is still being used. The still high level of labor efficiency in production, industry, energy, agriculture, transport and science indicates that rational and effective scientific theories of using the potential of labor resources have not been developed. This also has an impact on the slowdown of economic growth. Unreasonable clustering of the automobile industry and dependence on foreign countries, the underdevelopment of science and engineering definitely showed that insufficient attention is paid to the improvement of human intellectual potential and labor efficiency. A simple truth is hidden in these processes, if a person is satisfied with work and, first of all, gets material and spiritual benefit, he will automatically spend his talent and potential, all his energy for efficiency, he will benefit the company he works for, thereby improving his life in a qualitative way. it goes well.

Such labor processes, increasing efficiency through the rational use of human labor potential, improving and modernizing new techniques and technologies through the development of engineering potential, and optimizing the labor process and management are among the most important requirements of today's times. Also, the scientific theories created and implemented related to the increase of labor efficiency, and the rational use of their results should encourage all of us to constantly look at the world experience.

When we look at the western teachings, we know that the famous American psychologist Abraham Maslow and D. McClelland proposed a hierarchical classification of needs. They prioritize needs as the driving force behind human activity. Maslo's pyramid of needs includes from the basic physiological needs to the highest spiritual needs, according to him, people first seek to satisfy their lowest level of everyday needs, that is, physical needs, safety needs, and only then higher level needs, that is, the need for belonging, self-actualization and try to satisfy their need for recognition. D. McClelland lists the needs of dominance, achievement and affiliation and pays more attention to them. Because, the timely identification and attention to the characteristics of the desire to dominate, to achieve success, and to take into account the characteristics of the employees of the enterprise and the candidates nominated for leadership, and the rational use of these characteristics will help to use capable personnel in the management of labor processes and to put them in their place.

Therefore, as the needs affect the activity of employees, their behavior, if they are understood by the head of the enterprise and employees today, it is necessary to conduct activities to encourage the behavior of employees. An employee can contribute to the improvement of labor efficiency only if he can satisfy his physiological and spiritual needs from the enterprise where he works. Because, B. Spinoza says, "Desire is the main essence of human existence." [1]



Frederick Herzberg, who conducted research in the 70s of the last century, created the theory of social man. In his opinion, all the factors determining employee behavior in the enterprise can be divided into two groups: hygienic and motivational factors. To the first factors, Herzberg suggested linking the sanitary and hygienic conditions of work, that is, the provision of physical needs and needs such as security and confidence in the future, which are factors related to the surrounding work situation: that is, the administrative policy and management style of the company, the problems of subordination and the interaction with the management. relationships, working conditions, salary, relationships with co-workers, ability to maintain personal lifestyle, social position, status, job security and security. Motivational factors are related to the needs of self-expression and development, which are factors directly related to the work performed: achievement of goals, recognition, work process itself, responsibility, development, growth in service.

According to experts, the undoubted positive side of this theory consists in dividing the group of factors, clearly defining the factors that are important for the people working in the enterprise, and clearly indicating which aspects of the organizational culture should be created and developed. Timely identification of these factors by management and proper organization of labor management based on them will help to significantly increase labor efficiency. Vroom's theory of expectations states that motivation in a person has two sources - the final result obtained from the activity and the degree of justification of expectations from this final result. A person's efforts to achieve results should give him the expected satisfaction. Here is an excerpt from Vroom's words: "...people's judgments about their job satisfaction include the pay they receive, the variety of motivational factors, respect for their leadership, the breadth of opportunities for career growth, close relationships with colleagues, influence over the course of events, and their own is directly related to how well it bears fruit in terms of the manageability of professional development". [2]

This theory also shows itself well in practice, it focuses on how managers who want to achieve productivity from their employees should find ways to improve their work efficiency. At the end of the 19th century and the beginning of the 20th century, F. Taylor, a representative of the "Scientific Management" school in America, an engineer and inventor, devoted his scientific work mainly to the improvement of enterprise and organization management. His main concern was achieving organization-wide efficiency. According to the principle of F.Taylor, managers and specialists were to be freed from executive work that required low skills and tasks that were not typical for them, and the worker was required to carry out all the orders of the superiors clearly and quickly, without any deliberation, without showing any personal initiative.

Henri Fayol, a French scientist of the "Classical Management" school, tried to identify common features and laws in the organization by approaching the organization from the perspective of a comprehensive future. The goal was to create universal principles of management and, in turn, to achieve success and efficiency at the level of the entire organization. He ran a large coal mining company in France. A. Fayol summarized his rich practical experience in the book "General and Industrial Management" (1916). A. Fayol calls management: a weapon that sees the future, organizes activities, manages the organization, coordinates activities, and controls the execution of decisions and orders. Representatives of "scientific management" and "classical management" developed the principles of scientific organization of labor and laid the foundation for technocratic management of labor. According to him, the method of using the hired worker as a mindless robot was firmly established and served for many years as an extremely effective and acceptable method of increasing the labor productivity of workers. The



development of this method was achieved especially at G.Ford plants. His followers in other companies managed to organize production in a continuous conveyor system, centralize management, scientifically organize work, and dramatically increase productivity. [3]

Later, as a result of the development of science and technology, the introduction of new technologies accelerated. Now the attitude towards the workforce has changed radically. As an alternative movement to "scientific" and "classical" management, the school of "human relations" appeared in the USA in the 1820s and 1830s. According to the American sociologist and psychologist E. Mayo (1880-1949), the founder of this school, a worker is: firstly, not a mindless robot, but in dignity, self-respect, a sense of self-worth, and secondly, by other people is an individual who has a certain social need in the pursuit of approval, personal goals and interests.

CONCLUSION

Based on the fact that these individuals are the source of companies and firms, the "human relations" school of management developed appropriate methods based on the use of initiative, cooperation with workers, the formation of "spirit of solidarity" and "community" in the company, and their stimulation.

Based on the popular scientific theories cited above and tested in practice, today the material and moral interest of employees in the results of their work, the level of satisfaction of their needs, the organization of rationally organized management and humane treatment of employees are effective in various directions as factors of increasing labor productivity. encourages them to improve production and work, to love their team and connect their personal fate with the fate of the enterprise. However, as our president has always emphasized in his lectures, the purpose of all reforms is for the benefit of man and his decent life.

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