

IMPACT OF SOCIAL FACTORS ON SAFETY

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Abstract. *This article examines the factors affecting safety and the degree of their influence. He also analyzes the general economic, regional, sectoral conditions, enterprise and workplace conditions in ensuring the safety of social factors. It consists of laws and other regulations governing labor relations with the influence of social factors on the economy as a whole. Territorially proportional provision and efficient use of labor resources in the region depends on the development of social infrastructure. On an industry-wide basis, this is reflected in the introduction of new modern methods and technologies. On the enterprise scale, it consists of socio-economic elements that ensure the use, development and restoration of the employee's working capacity. There is a classification of the action of the subject of labor directly at the workplace and his labor potential is manifested, therefore, when determining the factors of individual labor efficiency, psychophysiological potential, qualification potential and personal potential that express the labor potential of the employee are composed.*

Keywords: *safety, economic security, laws, potential, efficiency, social factors, psychophysiological, economic factors, environmental factors.*

Introduction.

Improving efficiency by identifying the factors that affect labor efficiency in enterprises and studying the level of impact is an urgent task facing the science of labor economics today. Therefore, in order to better understand the scope and nature of the social factors that affect labor efficiency, we will study the factors in separate groups.

Human labor, which is manifested as a subject of labor in the production process of the enterprise, is a key element of the social factor affecting labor efficiency. Therefore, it is necessary to study labor potential as an important factor of labor efficiency.

The concept of labor potential is referred to in the economic literature as "... the physical and intellectual ability of an employee to perform the work assigned to him at a given time" [1], "... the quality of the total working capacity of the working population" [2] or society's potential considered. The formation of the essence of labor potential consists of the addition of components that represent quantitative assessment qualitative and efficient use.

Labor potential refers to an employee's level of qualification, knowledge, level, work experience, and capabilities [3]. Because people are different in nature, their labor potential is also different. It depends on several factors [4]. If one is too experienced, the other may be a highly qualified professional. While the third is someone with modern knowledge, the fourth category may be indifferent to themselves, the community and society as a whole. Because of this, one person can create many material benefits or other labor out comes in a given unit of time, while the other can create more or less than the first person in that period. Hence, human labor potential determines their ability to be creative to varying degrees [5].

Methodology.

Human labor potential consists of 3 interrelated components: first, psychophysiological potential: ability, health, vigor, mobility, endurance, nervous system; secondly: qualification potential: to have special and labor-related knowledge and skills, to be able to apply them, to be able to change the quality

of work; third: personal potential: civic position, ability to perceive the situation, to make the right and necessary decisions, organizational, creative approach.

Human labor potential is manifested as a social factor influencing labor efficiency in a highly developed period. However, it does not guarantee that labor efficiency can increase even if the worker's labor potential is high. It certainly depends on how the available potential is used in the production process. The more people's knowledge, skills and experience are applied, the higher the return on labor.

It is not possible to study the social factors influencing labor efficiency in a holistic system, because these factors may not result in increased conditions and the extent and level of efficiency as a result of the influence of a group of factors in the situation.

The analysis of social factors in groups on the scale of the impact on labor efficiency (Table 1), in our opinion, provides a broader understanding of these factors.

Table 1

Grouping of social factors influencing labor efficiency by scale of influence [6]

Scope of impact	Influencing factors
General economics	Labor law; Legal documents regulating labor relations.
Territorial	Availability of labor resources; Level of development of social infrastructure; Training and retraining.
Network	Introduction of modern techniques and technologies.
Enterprise	Working conditions; Professional development, certification, expectation of employment; Strengthening labor discipline; Socio-psychological environment; Management system and quality; Social orientation of production; Self-friendly communication between management and employees; Level of labor organization; Development of social infrastructure.
Workplace	Personal labor potential of the employee; Workplace organization.

The impact of social factors on the economy as a whole consists primarily of laws and other regulations governing labor relations in the country. On the other hand, the attitude to labor is a state policy aimed at increasing labor intensity, increasing the employment of labor resources.

Territorially, the proportional provision and efficient use of labor resources in the region depends on the development of social infrastructure. This includes labor migration, the development of social institutions, the availability of qualified personnel, their increase in quantity and quality, and the effective use of their labor [7].

In terms of the scale of the industry, it is reflected in the introduction of new modern techniques and technologies [8]. It is known that the introduction of modern technology in the industry will reduce human labor, increase the demand for qualified personnel, reduce the loss of factors of production, increase the quality and quantity of products and increase labor intensity.

On the scale of the enterprise, it consists of socio-economic elements that ensure the use, development and restoration of the working capacity of the worker. For example, the use of the psychophysiological potential of the worker is influenced by factors such as "working conditions", "level of labor organization" and "development of social infrastructure". The qualification potential of the employee develops due to the factor of "professional development, certification, promotion [9], [10]. "Factors such as "socio-psychological environment",

"friendly relations", "labor discipline", "social orientation" also affect the attitude of workers to work, job satisfaction, personal potential and labor intensity.

The interaction of the labor force with the sources of production creates a workplace by ensuring that the worker is involved in the production process. In the workplace, there is a direct classification of the subject of labor and its labor potential, so in determining the factors of individual labor efficiency, it is important to study the social factors that affect the use and development of labor in 3 components. Factors of work efficiency in relation to the workplace: psychophysiological potential: working conditions (sanitary-hygienic condition); labor intensity; workplace organization (color effects, lighting, air temperature); qualification potential: level of complexity of work, knowledge, work experience, special training (advanced training); personal potential: job satisfaction, creative opportunities, job satisfaction, attitude to work.

These social factors are directly and indirectly affecting labor efficiency and are complementary and interconnected.

We analyze the influencing social factors in terms of labor potential components.

Psychophysiological potential. A set of conditions that do not harm human health, comply with sanitary and hygienic rules, are safe, organized on the basis of labor standards, ensure the development of physical, mental and other capabilities in the workplace.

Working conditions. Meeting the sanitary requirements of the workplace and creating fair working conditions. Working conditions allow the effective use of mental and physical abilities from the factors of production (labor resources) while maintaining high working skills for a long time [11].

Studies of working conditions have shown that 35-55% of workers' temporary incapacity for work is caused by unfavorable working conditions in industrial production. Due to unfavorable working conditions in the workplace alone, every year on average in the country more than a thousand workers become disabled as a result of occupational diseases.

Workplace organization (color effects, lighting, air temperature). The state of conditions and facilities created in the production process for normal functioning, based on the psychophysiological characteristics of man.

Socio-cultural and aesthetic perceptions of colors by people reflect a state of psychological influence. The nature (composition) of color is important in the impact of colors on human psychology, and it is also important in its pure, bright, formal, material appearance, and in its location.

Analysis and results.

In order to study the effect of colors on the work of workers, our observations and research conducted in 2015 at the limited liability company "Karshi Repair Plant", which specializes in the production of high value-added products in industry, awarded the international certificate of quality management ISO 9001: 2008. opportunities to reduce the negative impact and increase labor efficiency through their use have been identified. Painting buildings and equipment with blue and blue colors in production processes under the influence of high temperatures and noise gives good results, less used in the production of red and yellow colors, these colors increase human labor for a short time and then quickly exhaust, constantly busy posters related to the production process in the workers' shop (intensive labor activity, finished products, the results achieved by the enterprise, safety rules) have been found in our experiments to improve the mental state of workers at work.

Illumination of enterprise rooms, workshops and areas plays a special role in improving the normal working conditions in enterprises. Workers working in poorly lit buildings (rooms) may not like the objects and tools around them, may not be able to adapt to the production conditions, too bright light can cause blindness, which leads to additional strain on the eyes, which can lead to accidents. can be. Proper and planned lighting allows workers to increase their working capacity, production volume and quality, as well as create safe working conditions [12].

Various technological equipment and processed materials in manufacturing enterprises, heat rays radiating from the surface of the substance affect the increase (heating) of air temperature. An increase or decrease in air temperature (cooling) has a huge impact on a person's ability to work and health. As a

result of our research, it was found that when the air temperature in the production process is 26-300 degrees Celsius, the working capacity of workers is 30-50 percent of normal air temperature, and at 180 degrees Celsius - 62-65 percent. An increase in air temperature causes the human body to heat up, increase the heart rate and cause the body to sweat. This has the effect of reducing a person's physical and ability to work.

Qualification potential. The ability of a busy employee to perform work of varying complexity efficiently and qualitatively, using his work experience and knowledge. The increase in skill potential depends on the employee's ability to work effectively in complex jobs. Therefore, in addition to reforming forms of ownership and management, remuneration of labor and the whole distribution policy, the promotion of employee labor, active and more productive work, stable in conditions of sufficiently high professional skills, general cultural and technical level and self-sufficiency can be.

Personal potential. The ability to develop and effectively use one's inner potential. The ability of a person with personal potential to live well, to succeed in life, and to find an effective way out of various difficulties. This potential includes internal culture and interest, responsibility, respect for people, self-confidence, a positive attitude to work, self-sacrifice, a strong desire for knowledge and purpose, or in other words, the socio-psychological state of the individual [13].

These workplace-related factors are related to human perception and performance as factors that subjectively affect work efficiency. This, of course, has a strong and mutually beneficial effect on increasing labor efficiency by interacting closely with other objective factors. It should be noted that the extent to which workplace-related factors affect efficiency may or may not be significant, which of course depends on the level of use of human perception and activity.

Conclusions.

In conclusion, it should be noted that the study of social factors influencing changes in labor efficiency in groups across the economy, region, industry, enterprise and workplace: first, the separation of factors affecting collective and individual labor efficiency; second, the creation of a system of social indicators of labor efficiency; third, the development of sources of information and methods of its analysis; fourth, it allows to reduce labor costs in the product structure.

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