

## Theoretical Foundations of Increasing the Labor Productivity

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**Abstract:** In the conditions of the modern economy, issues related to increasing labor productivity are becoming increasingly important. Since, this indicator reflects the efficiency of the employees of the enterprise, the productivity of their production activities. In this regard, both at the state level and at the level of enterprises, special attention is paid to the study of issues on this topic. This article is dedicated to the study and analysis of the theoretical foundations, increasing the productivity of personnel.

**Keywords:** productivity, labor, increasing productivity, labor productivity factors.

Deep and large-scale socio-economic transformations taking place in the country have affected all spheres of society. In modern conditions, the issue of a cardinal and long-term increase in labor productivity is becoming more acute in the economy, capable of ensuring the competitiveness of the economy and sustainable economic growth. All this only reinforces the need for immediate measures to increase labor productivity. To ensure a radical increase in labor productivity, there is a need to change the attitude towards understanding modern labor processes, rethink the theory of this phenomenon and develop new approaches to increasing labor productivity.

It should be noted that the growth of labor productivity does not occur automatically. Its initiation requires various socio-economic conditions and the corresponding efforts of both the state and economic entities and direct participants in the labor process. This implies the objective need to manage the increase in labor productivity, which includes measurement, analysis and evaluation, planning, organization, control and regulation of labor productivity [3].

In the scientific literature, the issues of the essence, factors and reserves of labor productivity growth are considered by many authors. The beginning of such research can already be found in the works of W. Petit, J. Locke, W. Liebknecht, D. Hume, W. Franklin, A. Smith and T. Kesna and K. Marx. A significant contribution to the study of ways to increase labor productivity was made by D.S. Sink and G.E. Emerson.

The most important scientific, theoretical, methodological foundations and practical issues of increasing labor productivity were studied in the works of economists: L.A. Kostin, V.M. Serov, G.E. Slesinger, A.M. Ginsburg, B. Genkin, P.F. Petrochenko, E.B. Lenchuk, E.I. Pekhtereva, V.F. Potudanskaya, V.A. Tsygankov, O.A. Yermansky, A. Shcherbakov, Yu.P. Kokin, P.E. Shlendera, D. Kendrick, S.Sink, I.I. Borshchevsky, V.A. Trukhov, A.A. Rakov, D.N. Karpukhin, and to this day the essence of the concept continues to be investigated by scientists.

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**Table 1.** Basic approaches to the definition of the concept "labor productivity"

Source	The content of the definition of "labor productivity"
A. Smith	<i>He determined the essence of productive and unproductive labor and their influence on the change in the value of an object [4].</i>
K. Marx	<i>An increase in labor productivity should be understood as "... any change in the labor process that reduces the labor time socially necessary for the production of a given commodity, so that a smaller amount of labor acquires the ability to produce a larger amount of use value" [5].</i>
S. G. Strumilin	<i>Number of products, i.e. the sum of consumer goods, calculated in natural units, created by the worker per unit of time [6].</i>
D. Kendrick S. Sink	<i>Productivity is defined as "the ratio of the amount of output produced by a given system over a given period of time to the amount of resources consumed to create or produce this output over the same period" [7].</i>
G. E. Slesinger	<i>He notes that the attempt to "add living and past labor" is inherently utopian and devoid of theoretical and practical meaning, since it does not take into account the time factor between the application of living labor and the use of its material result [8].</i>
V. F. Potudanskaya	<i>"The effectiveness of specific labor, the effectiveness of its expedient productive activities to create a product for a certain period of time" [9].</i>
I. I. Borshchevsky, V. A. Trukhov, A. A. Rakov.	<i>"Labor productivity is the most general category of social production, expressing the effectiveness of "human production activity in special socio-economic forms characteristic of the production relations of each mode of production" [10].</i>
V. M. Maslova	<i>"An indicator that characterizes the productivity of labor and the return of each unit of its resource used" [11].</i>
K. S. Khramtsova	<i>"An economic indicator that characterizes the efficiency of the use of labor resources, as well as the effectiveness of manufacturing enterprises in creating a finished product over a certain period of time" [12].</i>

Also, there are works that are devoted to studying the influence of the personal factor of production on increasing labor productivity. So, for example, Belozerskaya A.V., Pitkevich M.Yu., Taltynov S.M. substantiate the relationship between productivity and economic efficiency of labor with its motivation and remuneration. Gadzaev B.M. considers rational distribution of labor resources as such a factor. Voynikova G.N. explores the increase in labor productivity on the basis of investments aimed at improving the quality of the labor force - education, training, advanced training, retraining of personnel [2].

It is important to note that at present there is a need for new approaches to the definition of the concept of "labor productivity", for the justification of which it is necessary to study the accumulated theoretical experience in this theoretical field. The concept of "labor productivity", like any other economic term,

involves finding out what contributed to the emergence of this concept, what factors and stages in its development it went through and in what form it is currently presented. The above table presents the main definitions of the concept under study from the point of view of various scientists.

Labor productivity can be described as one of the key indicators of production efficiency and the welfare of society. In economic science, the essence of the concept of "labor productivity" has not been fully explored. For this reason, there are quite a few definitions of labor productivity, all of them are different and still remain debatable.

For example, Yu.G.Odegov, G.G.Rudenko consider the growth of labor productivity in the long and short term. In the short term, an increase in labor productivity at the level of the enterprise and industry is expected. The long-term period of increasing labor productivity is characterized by the efficient use of various types of resources (financial, material, labor, technological, etc.), which ultimately contributes to the development of the country's economy as a whole. A significant contribution to increasing labor productivity is most characteristic of industrial enterprises, since thanks to them the basis for the development of other industries is formed, goods for economic consumption are created [13].

The development of the labor resources of an enterprise is a personnel policy and an enterprise strategy in the field of personnel development and its optimal use, taking into account both work with an already formed staff and the implementation of forecasts to meet the need for labor. These activities are primarily focused on building the capabilities of employees, increasing their productivity.

Based on the structure of social labor, it is possible to classify the factors and conditions that affect labor productivity. Factors and conditions affecting performance can be grouped into four groups:

1. natural and climatic;
2. technical and organizational;
3. socio-economic;
4. socio-political.

It is necessary to take into account the factors hindering the growth of productivity:

- material and technical - associated with the use of the latest technology, the use of new technologies, materials and types of raw materials;
- organizational and economic - are determined by the level of organization of management, production and labor;
- socio-psychological - involve taking into account the demographic structure of the group, their degree of preparation, the moral and psychological background in the team, labor discipline, etc.

All these factors can have a significant impact on the change in labor productivity. Establishing the impact of each of them is considered a necessary condition for planning activities and ways to increase the production of the enterprise.

To increase the level of labor productivity, it is necessary to equip the workplaces of workers. In addition, productivity can be increased by improving quality through fewer errors, rework, and delays, as well as better use of time and materials, and lower costs. Improving the forms of wage systems is also an incentive to increase labor productivity, the reproduction of the labor force and the solution of social problems of society. Since, one of the main key stimulating factors is "financial motives". Those. F. Taylor's theory about the prevalence of financial motivation is once again confirmed. As a result, all attempts to increase productivity without some incentives for ordinary performers are almost doomed to

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failure. An increase in labor productivity creates conditions for the growth of wages, and vice versa, an increase in wages stimulates its productivity.

Based on the foregoing, we can conclude that labor productivity is the most pressing problem today, because each enterprise is trying to make the work of personnel more successful, develop high abilities and improve the motivation of employees to perform the tasks set for this organization. In turn, organizations must understand that all factors of productivity growth and production efficiency are interconnected and interdependent, only their comprehensive study and use can give the desired positive effect.

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