

Yashil IQTISODIYOT va TARAQQIYOT

Ijtimoiy, iqtisodiy, siyosiy, ilmiy, ommabop jurnal

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74-91 xalqaro daraja
ISSN: 2992-8982



Yashil

IQTISODIYOT va TARAQQIYOT

Ijtimoiy, iqtisodiy, siyosiy, ilmiy, ommabop jurnal

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Elektron nashr. 312 sahifa.

E'lon qilishga 2024-yil 7-sentyabrda ruxsat etildi.

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“Yashil” iqtisodiyot va taraqqiyot” jurnali

O'zbekiston Respublikasi
Oliy ta'lim, fan va innovatsiyalar
vazirligi huzuridagi Oliy
attestatsiya komissiyasi
rayosatining
2023-yil 1-apreldagi 336/3-
sonli qarori bilan ro'yxatdan
o'tkazilgan.



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THE POTENTIAL FOR THE DEVELOPMENT OF WAGE LABOR AS A FACTOR

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Samarkand State University of Architecture and
Civil Engineering named after Mirzo Ulugbek

Abstract: This article examines the motivational potential of wages for construction workers. The author analyzed the categories of wages, wage concepts, as well as the impact of labor organization formats on workers' wages in the construction sector. Proposals were made to enhance the potential of workers through improved wage structures.

Key words: construction, motivation, professional wage, labor capacity of employees.

Annotatsiya: Ushbu maqola qurilishda ishlaydigan ishchilarning mehnatiga haq to'lashning motivatsion salohiyatini o'rganadi. Muallif ish haqi toifalarini, ish haqi tushunchalarini, shuningdek, mehnatni tashkil etish formati potentsialining qurilishdagi ishchilarning ish haqiga ta'sirini tahlil qildi va potentsial ishchilarni rivojlantirish bo'yicha takliflar berdi.

Kalit so'zlar: Qurilish, motivatsiya, kasbiy ish haqi, xodimlarning mehnat qobiliyati.

Аннотация: В данной статье рассматривается мотивационный потенциал оплаты труда строителей. Автор проанализировал категории заработной платы, понятия оплаты труда, а также влияние формата организации труда на заработную плату работников. Были предложены меры для повышения потенциала работников через улучшение системы оплаты труда.

Ключевые слова: строительство, мотивация, профессиональная заработная плата, трудоспособность сотрудников.

INTRODUCTION

New Uzbekistan In the implementation of the strategy for the development of all sectors of the economy, including construction, the New Uzbekistan requires a radical increase in labor productivity. The construction sector is crucial for the overall economy of Uzbekistan, with a focus on launching new production facilities, as well as reconstructing, expanding, repairing, and technically re-equipping existing ones. In this regard, a strategic investment plan has been announced, with 120 billion US dollars allocated for the next five years. Specifically, 70 billion dollars of foreign investment is expected to be attracted. The plan includes the improvement of housing infrastructure: more than 19 million square meters of modern residential buildings will replace outdated housing, providing new homes for over 275,000 families.

The rapid development of Uzbekistan's economy depends heavily on the material conditions of the construction industry. As in any market, creating a competitive environment in the field of investment and construction contracting is essential for fostering market relations. Moreover, at the current stage of global economic development, enhancing international competitiveness through efficient human resource management is of particular importance.

RESEARCH METHODOLOGY

The research process utilized a systematic approach, incorporating abstract-logical thinking, grouping, comparison, and analysis methods to track and select the appropriate methodology.

The results of the survey

Increasing Employee Motivation in the Construction Industry

The increase in employee motivation in the construction industry is a pressing issue for the development of the sector. This is crucial because motivation directly impacts the scale of construction projects. A motivated



workforce is essential for accelerating the launch of new capacities, ensuring the timely completion of construction and installation work, and optimizing the operation of equipment. Construction activities are deeply intertwined with other sectors of the economy, and effective employee motivation can significantly improve overall performance across multiple industries.

With the transition to a market economy, improving employee motivation and human resource management has become one of the most urgent issues. It directly impacts the rise in the general welfare of the population. In the modern era, monotonous and physically demanding labor has decreased as the relationship between humans and machines has evolved. The process of industrialization and automation requires workers to adapt to new production requirements. In this environment, highly motivated and capable employees are essential for effective and efficient work.

Currently, more than 1.9 million people are employed in the construction sector, which accounts for approximately 4% of the total economically active population, totaling 13.7 million individuals.

The potential for labor in the construction industry relies heavily on employee participation and engagement. Limiting these opportunities restricts the ability to achieve significant results. Therefore, it is essential to improve processes that enable employees to utilize their physical and intellectual abilities to the fullest.

The potential of workers is not only measured by their current performance but also by their capacity for development, education, practical experience, and the ability to take on new responsibilities. Enhancing labor potential plays a key role in increasing the competitiveness of enterprises, which is an important scientific and practical issue.

At the same time, a key element of economic motivation, particularly in the construction industry, remains the salary. Wages are not the only motivational factor; organizations must also provide a variety of benefits to address the fundamental needs of employees. Recognizing and meeting these needs is crucial for maintaining a motivated workforce.

What is Motivation? Motivation, in our opinion, is the driving force that propels individuals to achieve specific goals. It encompasses both internal and external factors that inspire people to work hard, with dedication and commitment, toward achieving these objectives.

In this description, the following are the main elements of the identify you can:

- Effects as a result of the motivation of the person's internal state represents. The person to act motivated for reasons occurs, and the person from himself come out;

- Motivation action as the person of a balanced socio-psychological condition that breaks the power it represents. Motives of internal and external be can, the latter the person's self - relevant is that some object to possess, to desire, or rather, such from having to escape a desire with is determined. Internal motives of the people there are thatit you want to keep that stuff from the satisfaction or him possess you to discomfort and it rid me to be desire with associated.

- Motivation goals lead to the formation of such a person, yes, based on the behavior of the current or the future they will lead to the creation of begilaydigan;

- Motivation technique is more an aspect - tension, that is, significantly power to spend, not determination, laziness and fatigue to overcome, to work in good-faith in the relationship to be. This is the first in place, construction work out of fountains work of nature, i.e. work mexanizatsiyalash level, work production in the process of human direct participation, qualification, profession, activity type, on vary and others.

Basically hired workers and servants who are construction workers for main income from their main work place job the right is.

For example, O'time in the year 2023, the average job pay 3892,4 thousand soums up made. This with along, construction in the field of o'far central business right 4689,7 thousand of the sum or the republic on the average indicator from 20,6 percent ko'pni established was.[2]. In construction, the average work of the fee change dynamics analysis the following table are listed. (tab 1).

It should be noted that construction in the rate of inflation from wage growth increased significantly, while the real incomes of workers suggest that this could grow.

Table 1. Wage dynamics in construction for years 2021-2023*

Years	O'far central monthly work pay, a thousand dollars		an average of work and fee growth rate, %	January of the month for work pay, thousand so'm		December a month of work, pay, thousand so'm	
2021	3124,0	100	104,26	2612,7	100	4027,7	100
2022	3845,2	123,1	103,35	3152,2	120,6	4492,1	111,5
2023	4548,9	118,3	103,01	3806,0	120,7	5207,1	115,9

*Under the president of the republic of uzbekistan on statistics agency of the table based on the data configured.

The average monthly salary during the review period showed ongoing and sustainable growth at a rate of 3-4%. However, the salary growth in December was significantly lower compared to January (approximately 113% in December compared to 120% in January).

The main forms of cash income associated with labor include wages, entrepreneurial benefits, and various types of payments and allowances. Wages are typically the smallest form of labor compensation. By the end of 2023, the minimum wage reached 920.0 thousand soums, whereas the average monthly wage in the construction sector was 5.1 times higher.

The salary an employee receives within an organization is determined by their contribution to the activities of that organization. Typically, wages are based on the worker's position, skills, and work experience. Depending on the amount of labor spent, wages are divided into three main types: time-based wages (depending on hours worked), piece-rate wages (depending on the volume of completed work), and contract-based wages. In order to motivate workers, these payment systems are designed to support productivity, and the choice of system depends on factors like the nature of the job, the technological process, and other related factors. Ensuring fairness in wages remains a pressing issue. Fair wages not only contribute to increased productivity but also play a significant role in maintaining social stability [Content 6.7].

Wage disputes are common, and studies show that in every third case, the dispute is related to delayed payment, while every fifth case arises due to employee dissatisfaction with their salary.

In the construction sector, fair wages play a key role in increasing motivation, as per motivational theories. Ensuring equitable compensation for construction workers is one of the most important goals of any wage system.

Currently, when determining wages, the concept of “decent wages” is frequently used. This concept is based on more than just social features; it is also rooted in the established social relationship between work and compensation. For example, construction workers’ wages should ensure the growth of their professional and intellectual levels, especially for future specialists. This means that wages should not only cover current expenses (meeting employees’ present and future needs) but should also account for the cost of training the next generation of workers.

Some issues related to wages can be resolved by ensuring that employee work hours are compensated effectively and fairly. In classic time-management motivational theory, the focus is on the effects of motivation on employee behavior and performance.

Increasing job satisfaction within the organization and encouraging greater power and efficiency [8].

In the construction sector, enhancing employee diligence and labor capacity is crucial. This involves continuous improvement in related occupations, developing professional skills, facilitating horizontal and vertical career growth, enhancing pedagogical abilities, and fostering other skills.

Human resources consumed in construction work play a significant role in addressing the uneven labor structure and increasing labor productivity. In every construction organization, maximizing the potential of labor resources is essential. This requires the accurate and complete evaluation of both the quantity and quality of work, as well as the implementation of an effective wage system.

CONCLUSION

In the construction sector, the improvement of market economy mechanisms is closely related to solving the two-sided problem of fair wages:

Ensuring that every employee receives compensation that is fair and appropriate, based on the outcomes of their work and the value of their labor in the market.

Allowing employers to cover production costs through the sale of their products in the market while efficiently utilizing labor resources to enhance the organization's competitiveness and ensure continued progress.

Wage systems play a crucial role in achieving social balance in a market economy. They contribute to the development of social partnership relations by fostering compromise between the interests of employers and employees.

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Jurnal sayti: <https://yashil-iqtisodiyot-taraqqiyot.uz>

Yashil

IQTISODIYOT va TARAQQIYOT

Ijtimoiy, iqtisodiy, siyosiy, ilmiy, ommabop jurnal

Ingliz tili muharriri: Feruz Hakimov

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2024. № 9

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"Yashil" iqtisodiyot va taraqqiyot" jurnali 03.11.2022-yildan O'zbekiston Respublikasi Prezidenti Adminstratsiyasi huzuridagi Axborot va ommaviy kommunikatsiyalar agentligi tomonidan №566955 reyestr raqami tartibi bo'yicha ro'yxatdan o'tkazilgan.

Litsenziya raqami: №046523. PNFL: 30407832680027

Manzilimiz: Toshkent shahar, Mirzo Ulug'bek tumani
Kumushkon ko'chasi, 26-uy.

