



Ways of Improvement and Personnel Motivations in the Enterprises Cotton Processing Industry

Olimov Anvarjon Atamirzaevich

Tashkent Institute of Textile and Light Industry, Senior Lecturer of the Department of Corporate Governance

Abstract: The article deals with the issues of the methodological foundations of improvement, the mechanism of remuneration for workers in cotton-cleaning enterprises. Taking into account the shortcomings in the provisions on the remuneration of workers of cotton ginning factories and, relying on the practical experience of enterprises from far and near abroad, successfully applying the brigade piecework - bonus system of remuneration, recommendations were developed to improve the mechanism of remuneration at cotton factories.

Keywords: *Labor remuneration, additional fund, personal account, rate, procurement network, grade of finished product, reserve, fiber, lint, seeds*

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In order to increase the labor motivation of workers in cotton ginning factories in increasing production efficiency, improving the quality of products and labor efficiency, the main directions of improving the brigade form of payment and labor incentives have been formulated.

It has been established that the most acceptable form of remuneration for workers in cotton ginning factories, correlated with the criteria of a market economy, is the brigade piece-bonus system of remuneration.

Taking into account the shortcomings in the provisions on wages of workers of cotton ginning factories and, relying on the practical experience of enterprises from far and near abroad, successfully applying the brigade piecework - bonus system of remuneration, recommendations were developed to improve the mechanism of remuneration at cotton factories. The essence of these recommendations is as follows.

The remuneration of the workers of the cotton ginning plant in modern conditions is carried out according to the final result of self-supporting activity, depending on the amount of self-supporting income received by the factory.

For each self-supporting subdivision in the "cotton ginning plant - procurement network" system (the production brigade of the plant, the repair brigade, the brigade for laying and dismantling the riots, the brigade of workers of the drying and cleaning department (hereinafter DCD) of the procurement station, the mechanical repair section of the procurement station, the brigade of workers for seed treatment), a personal efficiency account is opened, which is at the same time a work plan for the unit for a month. In the personal account, the main indicators of the self-supporting activity of the subdivision are entered, on the value of which the size of the self-

supporting income of the plant depends. These include the volume of output (processing of raw cotton, work and services performed), indicators of product quality, use of raw materials and fuel and energy resources, production capacity, and labor.

When the indicators are met, the self-supporting unit is paid wages within the amounts of the planned wage fund. With an increase in the volume of production due to the saved raw materials, the improvement of product quality indicators, the saving of resources that affect the increase in the self-supporting income of the plant, the subdivision forms an additional wage fund, which is calculated by multiplying the amount of savings (additional profit) by the standard, which is the quotient from the division of the fund wages of the plant for the last year in the amount of income received last year. In case of resource overruns, the unit's planned payroll is reduced by an amount calculated as the product of the overrun and the standard, which is the basis for the formation of an additional payroll. The lower limit of the permissible decrease in the planned wage fund of the unit is the tariff fund, calculated at the minimum wage rate for the time worked in the reporting month, which ensures the amount of the minimum wage established by law.

The additional wage fund of the brigade (AWB add.) Formed from a part of the additional profit received from an increase in the percentage of finished product output is calculated on the basis of incentive prices (p_n) for products (fiber, lint, seeds) according to the value of deviations in output for each class a certain type of product from the planned norms (AW_p):

$$AWB_{add} = p_{kij}^n \cdot ABW_{nkij}$$

k - type of finished product (fiber, lint, seeds):

i - grade of finished product (I, II, III, IV, V);

j - class of finished products (highest, good, average, ordinary, low).

The incentive rate is a part of the Unified Wage Fund (intended for bonuses to employees) per unit of a certain type of product.

The incentive rate is determined by the formula:

$$p_{kij}^n = \frac{AWB \cdot P_{kij}}{\sum_{k=1}^m \sum_{i=1}^m \sum_{j=1}^r AW_{kij} \cdot P_{kij}}$$

P_{kij} - the average price of 1 ton of finished products (fiber, lint, seeds) j of that class i -grade (I, II, III, etc.)

AW_{kij} - output of the k th product j of that class of the i -th grade.

Additional output of products due to changes in yields from raw cotton is determined as follows. With the volume of processing of batches of raw cotton within the limits stipulated by the monthly production assignment, additional output (or a decrease in the planned output) due to an increase (decrease) in the percentage of outputs is determined as an absolute value ;! deviations of the actual output from the planned one.

When the volume of processing of raw cotton changes from that provided for by the production task (up or down), the actual output is recalculated to the planned output rates and the deviation in kg is determined for each variety and class of products (fiber, linters, seeds). The funds received from the savings of material, fuel and energy and other resources are credited to the additional payroll of the brigade according to the standard calculated from the ratio of profit remaining at the disposal of the enterprise after settlements with the state, the bank and higher authorities to the balance sheet profit (or from the ratio of self-supporting income remaining in the disposal of the plant to the total

amount of income received). Up to 5% of the amount of funds credited to the additional payroll is directed to the payroll of the plant's employees under the "Reserve" item.

Literature

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