

Effect of Employee Motivation on Organizational Productivity

Rakhimov Azizbek Zokirovich, Khamraev Sherzod Erkinovich, Tukhtaev Alisher Navruz ugli, Khasanova Rayhon, Avazova Nafisa Namazovna

Master of Karshi Institute of Engineering and Economics

Abstract: Activity in our country motivate employees in the management system of the organizations they run is one of the key factors in increasing labor productivity. Staff There are many types of incentives, and the head of the organization has them, only when it is applied correctly and correctly can it be effective and efficient. Management in the process, the forms of incentives are realized in tangible and intangible forms and as a result, harmonize the goals of the employee and the company, the diligence of the staff, and much more positive results are achieved. This article is about employees in organizations existing problems in the study of increasing labor productivity through incentives and ways to solve them.

Keywords: Motivation, productivity, management system, financial incentives, non financial incentives, economic function, ethical function, social function, comprehensiveness

INTRODUCTION

Human ability is determined by his physical and cognitive abilities. In addition to these opportunities, working conditions and readiness to work also ensure efficiency. Willingness to work is determined by a person's interest and satisfaction in work, needs, motivation in accordance with the results of work.

Incentives for work - active work that allows you to achieve certain, predetermined results, to meet the essential social needs of the employee, to create the necessary conditions for the formation of interest in work.

The system of incentives and incentives should be based on a certain level - the normative level of employment. The very fact that an employee is involved in an employment relationship means that he or she performs certain duties at a pre-arranged, fixed salary. There is no need to encourage this relationship.

Achieving the goal of the company - to ensure high efficiency in production depends on the diligence and initiative of the staff. To do this, employees need to be genuinely interested in their work. Motivation is a French term derived from the Latin word "move". These are the internal and external driving forces that motivate a person to a certain activity. Curiosity determines what a person needs to do and how to do it to meet his or her needs. Incentives are offered to a person as a reward for his or her work. Incentives are the ability of employees to act in accordance with the tasks assigned to them in accordance with the overall plan for achieving the goals of the organization. Incentives are offered to a person as a worthy assessment of the results of his work. Many stimuli are received involuntarily without realizing their essence. Different people have different attitudes to incentives.

In many studies, incentives are defined as external stimuli for activity and motivation as internal stimuli. Therefore, motivation and interest are combined, first of all, by their motivation to act. However, if the motivation is to act through interest, then interest is based on both interest (reward, promotion) and personal motives (duty, fear, sense of responsibility, etc.). Therefore, motives have a broader meaning than motivation. If the system of incentives stems from the administrative-legal style of management, this method is not a substitute. Incentives will only be effective if the authorities can achieve the level of work they are paid for and keep it at that level. The purpose of incentives is to make people work rather than encouraging him to do it, but to encourage him to work more productively than is prescribed in the employment relationship.

In turn, incentives are financial and non financial (Figure 1). Incentives are a complex process. There are certain requirements for the organization of this work. They mainly consist of:

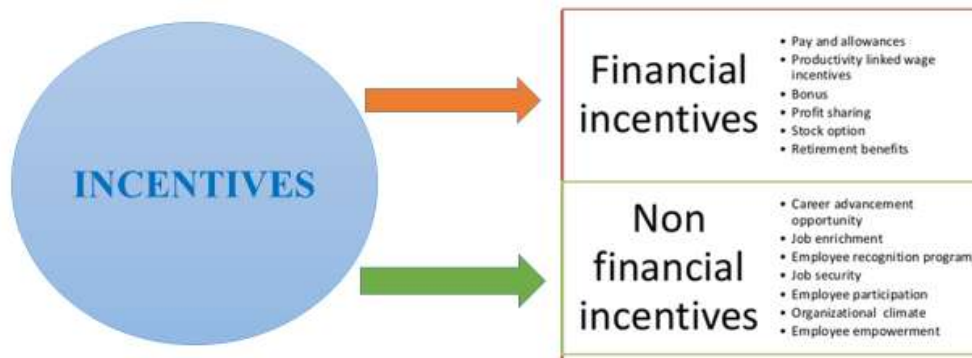


Figure 1

There are several functions of incentives:

- ✦ **Economic function.** It is manifested, first of all, in the promotion of labor, in helping to increase productivity. This is reflected in increased labor productivity and improved product quality.
- ✦ **Ethical function.** It stimulates work, creates an active life position, creates a healthy moral and social environment in society. It is important to create a system of incentives that takes into account traditions and historical experience.
- ✦ **Social function.** It ensures that the social system of a society is shaped by different levels of income. These incomes depend in many ways on the impact of incentives on different people. It is well known that the formation of needs in general depends ultimately on the development of the individual, the organization and promotion of labor in society.
- ✦ **Comprehensiveness** means a combination of moral and material, community and personal incentives. Approaches to personnel management depend on the experience and traditions of the company or firm. The kit also requires the presence of anti-stimuli.

MAIN PART

Motivation is not just about distributing rewards. Fair punishment of employees who fail to perform their duties and violate labor discipline also encourages them to improve their performance. The following are the proposals of German scientists *W. Siegert* and *L. Lang* on the organization and motivation of labor:

- every action, especially the action of the person demanding the action, must be well thought out;
- people should enjoy their work, be responsible for their work, fight together for results;
- everyone wants to show what they are capable of in their workplace;
- it is necessary to know people's opinions on how to improve their work;
- to allow people to understand themselves;
- an employee who feels involved in achieving the goal, tries to work harder, to show himself;
- each employee should have access to all information, on top of which it is important to be fast;
- the decision to change the direction of work of employees should be made on the basis of their participation, their experience, knowledge;
- Employees must be able to acquire new knowledge in the process;
- support their initiatives, not squeeze out water from employees;
- employees must have information about the quality of their work;

Methods of expanding the workload and enriching the content eliminate the negative effects of fatigue and the associated decline in productivity. One way to do this is to expand the workload in order to reduce work boredom. This allows the employee to solve a variety of related tasks at the level of their professional skills. Enriching the content of the work is based on setting more demanding tasks, increasing decision-making responsibilities, and giving more freedom to take some initiatives.

RESEARCH FINDINGS AND ANALYSIS

As we learn to motivate employees in modern conditions, the human being is the main subject of management in the management process. Human ability is determined by his physical and cognitive abilities.

Incentives for work - active work that allows you to achieve certain, predetermined results, to meet the essential social needs of the employee, to create the necessary conditions for the formation of interest in work.

The system of incentives and incentives should be based on a certain level - the normative level of employment. The very fact that an employee is involved in an employment relationship means that he or she performs certain duties at a pre-arranged, fixed salary. There is no need to encourage this relationship. Motivation is the process of motivating a person to work to achieve a goal. The impact of motivation on a person's behavior depends on many factors, which can change under the influence of individual circumstances and motives, as well as through the interaction with the person. When we look at the incentive system and the incentives that affect it, we first need to look at the needs, that is, the staff shortages. As a result, we determine the interests of employees. Achieving the goal of the company to ensure high efficiency in production depends on the diligence and initiative of the staff.

Telecommunications is the use of a telephone, computer modem and fax connected to the office at home. Getting to work during the "busy" mornings in densely populated cities is a difficult and unbearable ordeal. This time can be spent more efficiently at home, connected to the central office via a computer. Telecommunications have many advantages: the employee's productivity increases by 15-20%, the cost of maintaining the office is slightly reduced, the employee who can leave the company is retained, the use of disabled labor is facilitated. People like working at home because they set up their own work schedule, reduce transportation costs, and have the opportunity to be more family-friendly. Of course, no work can be done sitting at home, nor can an employee control the amount of time he or she works. In addition, it is very expensive to equip a home office, especially if you use fax machines, special equipment for teleconferences, and so on.

When it comes to modern international issues of motivation, managers face a number of challenges in creating the necessary incentives for employees. These difficulties stem from changes in cultural relations in the economy and in organizations.

The Most Effective Types Of Incentives



Changes in cultural conditions in the organization. It is very easy to understand the idea behind behavior modification: to encourage the necessary actions and not to encourage the unnecessary ones. Research has shown that praise and praise are more effective than protests in order to achieve the desired results. Ellen Gartsarelli, deputy chief executive of Sheersow Leman Brothers, worked for a New York brokerage firm for three years without leaving her home in Greenwich Village. The advantage of his work was that he had time to do his most important work so that no one would distract him. But in the end, he missed the noise and returned to the office. Other servants who work at home complain that the working day is long and that they are distracted and disturbed by children at home. But in general, most employees believe that the telecommunications system has more advantages than disadvantages.

This method is used by many companies. When Emery Air Frate set a goal of meeting customer demand in 90 minutes, all employees were asked to write down how long it would take for each order. According to the records, if the employee's performance was high, then the manager he was praised, and vice versa, the leader praised him for his honesty and moderation. After such feedback, 90% of employees achieved a positive result. Similar effective incentive programs have been introduced in some of the world's most popular companies.

Hiller Real Estate Associates in Norway (Connecticut) is engaged in commercial, business operations and private property management. Paul Hills, who works at home, communicates with his office and clients four times a week by computer, fax and telephone. Instead of firing workers, if the company uses a reduction in working hours, everyone will win, and employees will be willing to spend more money without fear of losing their jobs. If many people work peacefully in their workplaces instead of jumping from job to job, the quality of the product they produce will be higher for a long time. Firms that have reduced their weekly working hours and are on the move are prepared for the growing demands of consumers because they will not have to hire and train new employees as the workload expands.

CONCLUSION

Encouraging employees to work and increase productivity is very important in organizations. Because productivity is a growing indicator. It is constantly changing for many reasons and factors. Some of them can help increase productivity, while others can reduce it. In addition, the level and productivity of labor can be affected by the

conditions under which the labor process takes place. If the conditions are favorable, they will increase the influence of this or that factor, or if they are unfavorable, they will weaken the influence.

Internal factors depend on the level of equipment of the enterprise, the efficiency of the technology used, the level of energy supply of labor and production, the effectiveness of the incentive systems, training and retraining of personnel, the improvement of personnel. includes everything you want. External factors include: changes in product types and their level of productivity due to changes in government orders and supply and demand in the market; socio-economic changes in societies and regions; the degree of co-operation of labor, logistics, natural conditions, and so on.

We can make the following proposals to stimulate the work of employees and increase productivity in the organization, to improve it: modern management encourages the work of employees, the strategy of the organization, the placement of skilled workers, the ability to constantly update technology, always competitors be aware of, be able to implement punitive and incentive measures in a timely and fair manner, be able to establish strict discipline and control in the organization, and always have a good relationship with employees in the organization and they should always be motivated, encouraged, supported and strive to maximize profits so that their productivity can increase. In addition, the organization should use the experience of foreign companies to encourage employees. For example, Google's efforts to motivate employees and provide them with social services are very effective. The leader must share, motivate, guide, motivate and support all employees to achieve even greater success.

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