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OPPORTUNITIES FOR INCREASING LABOR PRODUCTIVITY IN CONSTRUCTION MATERIALS MANUFACTURING ENTERPRISES

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Abstract. The thesis discusses the economic importance of increasing labor productivity in construction materials manufacturing enterprises. Labor productivity indicators of "Qarshi Benefit" Private Enterprise and "Inter Mega Biznes" Private Enterprise for 2021–2025 are comparatively analyzed. Based on the results, efficient use of working time, rational organization of production processes, reduction of equipment downtime, improvement of employee qualifications, and technological modernization are identified as the main directions for increasing labor productivity.

Keywords: labor productivity, construction materials, production, labor resources, employee, technology, economic result, efficiency.

The economic results of industrial enterprises largely depend on how labor resources are utilized. Increasing production output solely by expanding the number of employees may lead to higher costs in the long run. Therefore, obtaining greater output per employee through the efficient use of existing workforce potential, technologies, and production capacities is an important economic task for an enterprise [1].

Labor productivity characterizes the ratio of produced output or created result to the labor expended. In the OECD methodology, productivity is also interpreted through the relationship between production results and the resources used, while labor productivity is regarded as one of the main sources of economic growth [2]. Due to the technological characteristics of construction materials production, employee qualifications, equipment utilization, and losses of working time have a direct impact on labor productivity.

The expansion of construction materials production in Uzbekistan is also increasing the requirements for the quality of labor resource utilization at enterprises. The commissioning of new production capacities and the introduction of modern technologies require the continuous upgrading of employees' professional skills [3]. From this perspective, assessing labor productivity dynamics at the level of individual enterprises is of practical importance.

Table 1. Labor productivity dynamics at the enterprises, 2021–2025

Enterprise	2021	2022	2023	2024	2025	2025/2021, %
"Qarshi Benefit" PE	52.8	53.7	54.3	54.8	55.5	5.1
"Inter Mega Biznes" PE	53.1	55.8	57.6	60.0	62.2	17.1

The table shows that labor productivity at "Qarshi Benefit" PE increased from 52.8 in 2021 to 55.5 in 2025. Over the five-year period, the increase amounted to 5.1 percent. Although the gradual annual growth of the indicator reflects the relative stability of the production process, the moderate growth rate indicates the need for more efficient use of available labor and technological opportunities. At "Inter Mega Biznes" PE, labor productivity increased from 53.1 to 62.2, recording growth of 17.1 percent over the period. The faster increase in this indicator shows that production output at this enterprise grew more rapidly relative to labor resources. However, labor productivity growth is associated not only with the intensity of employees' work, but also with technical equipment, organization of production, use of working time, and the product mix.

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To increase labor productivity, it is first necessary to identify the factors causing losses of working time. Unplanned equipment stoppages, interruptions in raw material supply, lack of coordination between production units, and excessive waiting time reduce the volume of output produced per employee. Reducing such losses can improve production results even without major capital expenditures. The second important direction is to improve employees' professional qualifications in line with changes in production technologies. The efficiency of modern equipment can be fully realized only when qualified employees are able to operate it properly. Therefore, short-term production training, development of safe and resource-efficient working skills, and dissemination of advanced work practices can increase the level of utilization of the enterprise's labor potential [4].

In addition, labor productivity assessment should not be limited to annual results. Periodic monitoring by production unit and product type is advisable. Such an approach makes it possible to identify more quickly the processes in which productivity declines and to take appropriate measures.

Conclusion

The data for 2021–2025 show that labor productivity increased at both enterprises. The increase amounted to 5.1 percent at "Qarshi Benefit" PE and 17.1 percent at "Inter Mega Biznes" PE. The difference between the enterprises indicates that opportunities for utilizing labor resources and the level of organization of production processes are not the same. To increase labor productivity in construction materials manufacturing enterprises, it is necessary to reduce losses of working time, minimize equipment downtime, coordinate production operations, and continuously improve employee qualifications. These measures contribute to obtaining greater economic results from the available labor resources.

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