



## MODERN MANAGEMENT APPROACHES IN ORGANIZING LABOR STANDARDIZATION MANAGEMENT

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### Abstract

This article analyzes the importance and practical possibilities of modern management approaches in organizing labor standardization management. It is argued that in the conditions of increasing complexity of production processes and technological innovations, the establishment of labor standards should be considered as an element of strategic management, not limited to technical calculations. The article covers the issues of effective organization of the labor standardization system through process-oriented management, flexible management, approaches that take into account employee potential, and the use of digital tools. It also considers the validity of management decisions in the formation of labor standards, the role of monitoring and evaluation mechanisms.

**Keywords:** Labor standardization, management, modern management approaches, production efficiency, digital management tools.

### Introduction

Labor standardization management in industrial production enterprises is an important tool for increasing the efficiency of production processes, rational use of labor and technical resources, and optimization of employee performance. Labor standardization is the process of ensuring the efficient operation of production by systematically and quantitatively determining working time, labor, labor costs in the work process, and other resources [1]. Traditional approaches are often aimed at determining labor volume and working time norms on a technical and statistical basis, but today, in the conditions of increasing complexity of production processes and global competition, these approaches are no longer sufficient. Therefore, there is a need to apply modern management approaches to organizing labor standardization management.

Modern management approaches allow for the formation of systems that are flexible, result-oriented and take into account the potential of employees in production processes. In particular, a process-oriented management approach serves to increase production efficiency by analyzing each stage of production, optimizing employee





tasks and reducing labor costs. The advantage of this approach is that it is not limited to setting working hours or labor standards, but creates the opportunity to assess the efficiency of processes and improve them. Management approaches that take into account employee potential are also important. By taking into account the knowledge, skills and motivation of the workforce, the labor standardization process is not only effective, but also acceptable for employees [2]. For example, in many manufacturing enterprises, rotational work modes, flexible working hours and competency-based task distribution increase employee interest in work and improve labor productivity. At the same time, modern management approaches also recommend the use of digital tools in the decision-making process. Digital management tools are creating new opportunities in labor standardization management. Electronic monitoring systems, automated data analysis platforms, and real-time production process monitoring tools accurately assess work volume, working time, and productivity indicators. This allows management to optimize the labor standardization process and effectively manage employee performance. In this way, digital technologies make labor standardization management more transparent and efficient. Innovative approaches and best practices in improving labor standardization management are also considered. Lean management, six sigma, and other quality management tools used in international industrial companies allow for the identification and reduction of waste in labor processes. These approaches take labor standardization beyond setting working hours and labor standards and aim to comprehensively increase production efficiency. At the same time, systematic monitoring and evaluation mechanisms play an important role in organizing labor standardization management. Labor efficiency, employee workload, and quality indicators in the production process should be regularly monitored and analyzed. This gives management the opportunity to improve processes, develop new labor standards, and optimize employee performance.

### **Methodology**

This article uses a theoretical and analytical approach to study modern management approaches to organizing labor standardization management. That is, the article does not conduct practical research, but only analyzes existing scientific sources, standards, and advanced management experience.

First, using the method of literature analysis, national and international sources on labor standardization, production efficiency, and management approaches were studied. Through this, modern management concepts, approaches that take into



account employee potential, and the advantages of process-oriented management were identified.

Secondly, the article uses a systematic analysis. Using this method, the relationship between the components of labor standardization management - worker tasks, working time, resource use, and management decisions - was systematically examined. In this way, the impact of each process on overall efficiency is determined. Third, the comparative analysis method was used. Traditional approaches and modern management concepts were compared. As a result, it was determined how modern approaches can help the labor standardization process and the possibilities of increasing its efficiency. The article also used the conceptual modeling method. This made it easier to understand the principles of effective management in the process of organizing labor standardization management. For example, issues such as the relationship between employee potential and work processes, optimization of working time, and rational use of resources were theoretically analyzed.

## Results

In this article, based on theoretical analysis, we will consider the results of studying modern management approaches in labor standardization management. It is confirmed by scientific research that the importance of setting labor standards and improving management affects production efficiency and labor productivity indicators.

At the global level, indicators such as “output per unit of labor” or “hourly output” are used to measure labor productivity. For example, according to the International Labor Organization, statistics from developed countries show a trend of labor productivity growth in manufacturing sectors.

In the third quarter of 2025, labor productivity in the industrial sector in the United States increased by 3.7% per year. This indicator indicates a significant improvement in industrial production efficiency and indicates an increase in the amount of output obtained from one hour of work by one employee. At the same time, product efficiency in the economy as a whole increased by 4.9% per year. These figures are a positive result of increasing labor productivity with the introduction of modern management tools and technologies. For example, when process-oriented management and digital analytics tools are used in production processes, worker activity is accurately measured and labor standards are set in accordance with real conditions. As a result, the amount of output produced by an employee increases, the efficiency of processes increases and resources are saved.



In the European Union, labor productivity per hour increased by 0.4% in 2024, which indicates a steady recovery after a long period of low growth. These figures show how much the improvement of labor productivity standards and management decisions brings benefits to enterprises.

The approaches developed on the basis of theoretical analysis show that when digital management tools, statistical monitoring systems and process-oriented management concepts are used in labor standardization processes, efficiency increases significantly. This, in turn, increases the value of production per employee's production hour and, as a result, improves production efficiency. The results show that when manufacturing companies improve labor standards with modern management approaches, overall productivity indicators change positively. In particular, the amount of product per employee's production hour increases, time and resources in production processes are used more efficiently, and production costs are reduced [3]. At the same time, the decision-making system becomes more accurate and justified through the transparency of management processes and monitoring systems. Based on the results of the above statistical analysis and world experience, it can be said that improving labor standardization management with modern management tools serves to improve efficiency indicators, and this process should become an integral part of the enterprise strategy. They significantly increase labor efficiency in the production process through digital tools, systematic monitoring, and efficient resource allocation.

## **Discussion**

The results obtained show that organizing labor standardization management based on modern management approaches significantly increases production efficiency. Process-oriented management and approaches that take into account employee potential allow for optimization of production processes and efficient allocation of resources.

The indicators of an increase in hourly output in the industrial sector in the USA by 3.7% and in the European Union by 0.4% prove that the introduction of modern management tools has a significant positive impact on production efficiency. These figures indicate the importance of organizing the labor standardization process in a systematic and well-founded manner. Digital management tools play an important role in labor standardization management. Electronic monitoring systems and automated analysis platforms allow for accurate monitoring of employee performance, adaptation of labor standards to real conditions, and saving resources. In this way, management decisions become justified and result-oriented.





Taking into account employee potential also contributes to increasing efficiency. Taking into account the skills, experience and motivation of workers, rather than evaluating them solely based on working hours or production volumes, helps to improve production processes [4]. At the same time, modern approaches increase employee interest in work, which ultimately improves labor productivity. Approaches such as Lean management and Six Sigma allow you to identify and reduce waste in production processes. While saving time and resources in these processes, they reduce production costs and increase overall efficiency [5]. As a result, organizing labor standardization management with modern management approaches increases production efficiency, ensures rational use of resources and improves employee motivation. It is recommended that industrial enterprises introduce digital technologies, process-oriented management and approaches that take into account employee potential into the labor standardization process.

## **Conclusion**

In conclusion, the organization of labor standardization management based on modern management approaches is an effective means of increasing production efficiency, rational use of resources and improving employee motivation. Process-oriented management, taking into account employee potential and the use of digital tools allow optimizing production processes, effectively distributing working time and increasing production value. Theoretical analysis and world experience show that the implementation of modern management approaches helps to reduce costs in production processes, increase productivity and strengthen competitiveness. Therefore, it is recommended for industrial enterprises to introduce digital management tools, implement a process-oriented management system and use approaches that take into account employee potential in the process of improving labor standardization management. Also, through continuous improvement of labor standardization management, the enterprise can achieve its strategic goals, increase production efficiency and achieve long-term sustainable results. This not only improves work processes within the enterprise, but also serves to become economically competitive.





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