

THE ESSENCE AND FEATURES OF LABOR SOCIOLOGY

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Annotation:

The question of studying new social relations and their features, the process of transition to market relations and its future social consequences, the aspects of Labor Relations in the new conditions, which are currently taking shape in the field of Social Sciences, in particular before the science of “sociology”, is transitory. Sociology and its maxcyc theory - within the framework of Labor sociology, both theoretical and practical aspects of these problems should be considered in a dialectical way. All aspects, processes of the life of society associated with labor activity are studied on the basis of a specific sociological study.

Keywords: labor, labor sociology, society, entrepreneurship, production, labor productivity.

INTRODUCTION

After the independence of our motherland, it was possible to carry out deep reforms in the national education system, as well as in other areas. As a result, the socialization of education and the humanization (humanization) of the educational system are increasing. Great responsibility in this regard falls on the socio-humanitarian Sciences.

It should be noted that in the process of acquiring socio–humanitarian knowledge, sociological teachings occupy an important place. One of the important functions of sociological education is the formation of socialistic thinking, the understanding of sociological problems, the identification of their sources of origin, arming with knowledge of ways and possibilities of elimination.

Today, the analysis of the development capabilities of the Republic of Uzbekistan within the framework of the science of sociology, the study and the use of the obtained scientific theoretical conclusions in practice are becoming one of the important issues.

The problem of studying the economic foundations of the state of Uzbekistan, their structural functional layer within the framework of Labor sociology is one of the most important issues of the present day. Because, now the content, character and attitude towards Labor are changing. One of the requirements of the new socio-economic period that is beginning is the task of “changing the psyche of both producers and consumers.”

MAIN PART

The task of Labor sociology is to study the social life patterns of people, social problems of Labor, the processes of labor activity, in connection with its subject. This maxcyc theory of sociology uses private principles, categories and methods of research in the field of Labor. The composition and development of Labor sociology began with Western sociology at almost the same time as Marxist sociology – from the 20s of the XX century.

In the US, labor sociology has been studied mainly within the framework of management sociology. In western European countries, however, it is studied as a separate discipline. Since the 70s of the XX century, within the framework of Western labor sociology, the tendency to humanize labor began to be studied. More attention was paid to improving working conditions. According to Western sociologists, Labor should give a person pleasure, not suffering. This principle should be especially important in our future towards the construction of a great state.

Labor sociology studies the process of the following main social relations: relations to the means of production and property, labor cooperation and distribution, conditions and content of the work being performed, changes in types of Labor, distribution according to Labor, growing needs of members of society for socially useful labor, changing labor behavior under the influence of various social conditions and factors, Labor values, etc.

It is necessary to decide on economic relations based on the juxtaposition of the economic freedom of each person with his own attitude and economic responsibility for the well-being of his own family. Relationships that are meant to rely on their own creative abilities and capabilities are an important and only source of everyone's well-being".

Social forms and conditions of Labor

General labor represents a complex structure in itself. As a result of this, it is considered a subject of study in a full range of disciplines. There are several areas of analysis of Labor sociology: sociology of organizations that study the structure and hierarchy of management of business, production, etc.; sociology of professions that study the advantages of this or that activity, valuable orientations, professionalism, etc.; labor activity as a social process; social factors that increase labor productivity; the influence of technological and social conditions on labor relations, etc.

From a socio-economic point of view, labor consists in the process of direct influence of people on nature, as a result of which the price of consumption, material and spiritual interest arise. Labor has historically caused and made possible the separation of society from nature, from the animal world, if human.

The labor process includes three states: 1) the beneficial activity of a person or labor itself; 2) the subject of labor that is, what this activity is directed towards; 3) the weapons of production, with which a person affects this topic.

At the moment, it would be necessary to divide two similar concepts that we always hear: individual labor and individual labor activity. The first category denotes the personal place of work, that is, the zone of Labor, which has its own subject, scope of obligations and functions - it is a component of the technological distribution of Labor. Individual labor activity is a component of the economic distribution of Labor. It is a socio - beneficial activity of citizens, which is based on the personal work of a separate person and members of his family. The basis of such activities is the personal property of the means of Labor, the building of housing, devices, land, production products, vehicles, etc. Individual labor activity participates as an element in the distribution of labor within society.

The content of Labor represents its technical functional aspects, and the content of Labor, the social-psychological structure. If conceived according to a private plan, Labor is seen as a

meaningful and creative subject. Subordination of a foreign power to Will is a path to psychological and social alienation. The organization of labor in production, its management, promotion and justification in business, in the Office of law are of great importance. Motivation is a system of material and spiritual reward for strengthening labor, expressed in the correct and partial form. Encouragement is a step from forced labor to voluntary. The basics of Labor are a different, more extensive step towards voluntary labor, a tendency to active labor activity based on the satisfaction of important human needs (determining the position of belonging to strong individuals, active businessmen, etc.).

The authors of the textbook "sociology of Labor" rightly note that Labor is the main elements of content, and if it is understood as a socio-psychological structure of labor activity-shi, then the following are considered:

- the goal is a recognized image of predictable results, an ideal plan for influence;
- attitude to work - on its basis, the awareness of Labor and the perception of belonging to the goal as one's own, the re-development of the environment, according to a personal plan;
- labor incentives-external factors that encourage labor activity;
- the basics of Labor - the need to be recognized as something important, internal incentives;
- values and their intended purpose - the moral requirement of labor activity.

Labor teams are a unique phenomenon of social life, they play an important role in the life of the current society. In this regard, we will highlight five aspects that apply to them:

First, Labor teams are the creators of all the main material and spiritual resources.

Secondly, all the main categories of the working population – workers, peasants, intellectuals, servants of all nationalities-are concentrated in labor communities.

Thirdly, labor teams are the embodiment of the dialectic of universal and class, as well as national aspects in our conditions, their mutual cooperation on the democratic basis, although not the only one.

Fourth, cocktail communities are social entities that make up a separate "floor" of the social structure of our society, and despite all the efforts towards their socialization in bourgeois states, there is no such "floor" at all. These "floor" subjects are combined with a mutual division of labor as well as a holistic system of other communications.

The labor collective is a social group that operates on the basis of a production enterprise, institution, etc.

Fifth, due to the problem of the transition to market relations, the issue of the importance of Labor communities is gaining special activity.

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1. The energy of Labor communities is directed to solving the largest technical and economic, social, political, cultural problems. When choosing forms of economic management, the independence of communities, discipline in labor, organization, responsiveness, diligence and the integration of entrepreneurship are ensured. Including, on the basis of self-effective management, work with entrepreneur-leaders will achieve the establishment of close interaction between Labor teams.

2. Under the motto "pluralism in the way of effective, constructive work", the potential for the integration of Labor communities is multiplied.

3. In the development and implementation of regional programs, the efforts of Labor teams are combined.

In the field of Labor, the main manifestation of social unity is the labor community. Among them are the relations of the working people in labor communities, social situations in the labor process and Labor Relations. Labor Relations occur between participants in the labor process, based on the creation of consumer value and labor cooperation, as well as the division of Labor.

The legal relations of Labor also include the mutual legal relations of labor unions with the enterprise, the administration of the organization, private entrepreneurs.

CONCLUSION

Proposals related to the improvement of labor productivity, product quality, labor protection, labor and state discipline, socio-domestic service for workers and servants, will be discussed with the labor collective Council at the United Council of the trade union committee, with the participation of the Enterprise Administration. After that, a revised collective agreement with the received additions and proposals is put to discussion at the general meeting of the Labor team of the enterprise and recommended for admission.

In labor sociology, the concept of interdependence is used, which involves two main relationships. These are Cooperation and competition. In cooperation, different social interests, interests are mutually compatible. In competition, on the other hand, mutual interests conflict. The study of these trends is especially important in the process of the formation of private ownership in our republic, the formation of socio-economic relations.

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