



## Issues Of Employee Motivation In The System Of Market Relations

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### ABSTRACT

This article discusses the issues of employee motivation in the system of market relations. Employee incentives seem like a simple task from the outside, but it has its own complexities that can lead to a number of imbalances for the employer.

### KEYWORDS

Market relations, employee, incentives, issues, employer, institution, manager, diligence.

### INTRODUCTION

Employee incentives seem like a simple task from the outside, but it has its own complexities that can lead to a number of imbalances for the employer. Regardless of what type of incentive is applied, it should be

done transparently otherwise this incentive has the power to negatively affect other employees of the same organization.

## MATERIALS AND METHODS

One of the most important factors that can help motivate employees is how often their diligence is recognized.

No matter how good a manager you are, if your employees are lazy, lazy, and overdue, it's time to change something. If such cases are observed in any enterprise, institution, it is time to make a new decision. Don't be in a hurry to fire lazy people - think better about what you can do to motivate employees to do their job.

There can be several reasons why employees don't want to work. Based on observations, it must be acknowledged that there are no ideal leaders. Most of us have weaknesses and this negatively affects the performance of the whole team.

Employees want less responsibility and higher pay. It is becoming a growing habit of people. You can motivate them with one thing - money, but not for long. Depending on the opportunities available in your business, you may need to use other motivational methods instead.

Article 153 of the Labor Code stipulates that the form and system of remuneration, bonuses, surcharges, bonuses, incentives are set out in collective agreements, as well as in other local documents agreed by the employer with the trade union committee or other employee representative body.

Labor discipline should be ensured by creating the necessary organizational and economic conditions for normal work through incentives and rewards for honest work.

Enterprises are given full independence in the application and development of a reward system that takes into account the specifics of production activities, the financial condition of the enterprise and other factors.

The general procedure for rewarding employees (indicators, amounts) is

determined by the collective agreement between the administration and the labor collective. In this case, the exact order of the amount and circumstances of rewarding employees in the conditions of performance are determined by the Regulations on bonuses.

In the absence of a collective bargaining agreement or a Regulation on bonuses, the employer may reward an individual employee through an individual employment contract or order (order), for example, when performing very important types of work.

If an employee does not have a reasonable job description, his or her responsibilities may be so vague that they may not even be resolved. In this case, the employee loses the desire to work. We need to know exactly what we want from each employee, for what purpose, and at what time interval.

There may be an unhealthy environment in the community. In this case, we must first unite and motivate the team towards a common goal.

Financial incentives are the simplest type of motivation and we don't need to immerse ourselves in psychological exercise, we need to get to know the needs of each employee first.

The most effective ways to motivate employees:

1. Salary increase. At least 5-10 percent.
2. Discounts on services.
3. Tuition fees. We can send staff to courses and trainings.
4. Repair in the office, buy furniture, organize a dining room or lounge.
5. Giving gifts. These can be not only traditional envelopes but also on birthdays or holidays.
6. Beautiful little things. Material rewards can be replaced with other financial incentives: extra days off, free meals, corporate mobile communication, health insurance,

the opportunity to leave early before work if necessary.

If we have any plans to gradually raise an employee in the future, we need to tell him about it. Many executives strive to build a career and move up the ladder - if they are sure they will rise, they can work comfortably without a pay raise or mastery. And our task will be to keep our word.

So we approached people whose relationships were more important than work. They basically create a good psychological climate, pleasant colleagues and a friendly atmosphere.

Managers sometimes need to praise employees and increase their self-esteem. Even simple words like “thank you” or “well done” can make an employee smile and do their job in a good mood, loyal to you.

Employees often have questions, as a rule, communicate with employees at least one hour a day so that they can perform their duties and suggest solutions. They need to know that in case of force majeure and the like, they can come to you and get good advice or guidance.

Often the most active members of the team offer ideas and ideas - the rest are shy or silent. Over time, such employees may stop asking questions altogether, becoming the shadows of more successful colleagues. If you have such poor staff, give them a chance to prove themselves. Under unusual circumstances, people open up in unexpected ways, perhaps offering the most useful idea.

Awarding with a certificate of honor. Don't forget to put up a “Best Employee of the Month” stand in your office, update her photos from time to time, and reward the winner with delicious food or cute little things.

The norms of labor legislation, in particular, the mode of work, have been formed on the basis of in-depth scientific and practical research over the years, based on human needs and

capabilities. In addition, the application of high standards in the field of labor legislation affects the lives of millions of workers.

It should be noted that overwork hinders strategic goals, and it is no secret that even today in some organizations there is a problem of confusion in the correct determination of working hours.

Observations show that if overwork serves in any way for short-term plans, it has a negative impact on the path to high-performance productive work and meaningful life activities, as well as for larger strategic goals. In particular:

- Decreased productivity of employees;
- Improper scheduling of working hours;
- Excessive consumption of energy resources;
- Causes the employee to have family problems and negatively affect their social skills.

In conclusion, I would like to note that in Articles 129 and 130 of the Labor Code of the Republic of Uzbekistan, the rest of employees and in Articles 220, 228, 245 restrictions on overtime work, as well as in Article 157 on overtime and holidays the amount of remuneration to be paid for the work is clearly defined.

## CONCLUSION

We have mentioned several types of incentives above, instead of concluding I would like to say that incentives should serve as an incentive for a well-performing employee in a word and this incentive should serve as a punishment for a poorly performing employee.

Regardless of what type of incentive is applied, it should be done transparently otherwise this incentive has the power to negatively affect other employees of the same organization.

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