



## **THE ROLE OF TIME RATIONING IN MODERN ENTERPRISES**

Komilova Anora Nasirovna  
Andijan State Technical Institute

### **Abstract**

In conditions of high competition and digitalization of the economy, modern enterprises strive to increase the efficiency of resource use. One of the key tools for managing production and management processes is time rationing. It makes it possible to establish scientifically based working time costs for performing various types of work and serves as the basis for rational labor organization. The article is devoted to actual problems of labor rationing in organizations of the real sector of the economy. At the beginning, the author reveals the meaning and essence of labor rationing, gives a retrospective of approaches to labor rationing, clarifies the concept and content of intra-organizational labor rationing in modern conditions. Taking into account the possibilities of using modern information and communication technologies in the organization, labor rationing is not given due attention. In this regard, in the leading organizations of various types of activities of the Republic of Uzbekistan, the features and current problems of intra-organizational labor rationing were studied.

**Keywords:** Time rationing, labor standards, labor standards, microelement labor rationing, digitalization.

### **Introduction**

It is possible to ensure the growth of labor productivity through labor rationing, which helps to reduce production costs by making more rational use of working hours

Time rationing is the process of determining the necessary and sufficient amount of working time spent on performing certain work in specific organizational and technical conditions. It includes the development of time standards, output standards, service standards, and headcount standards. The main goal of rationing is to achieve an optimal balance between labor costs and performance. Time



rationing plays an important role in the enterprise management system. First of all, it helps to increase labor productivity by eliminating production costs. The following methods were chosen as the main methods of collecting information for the study: analytical, which was used for critical analysis of methodological, regulatory and scientific literature, and questionnaires. One of the advantages of the survey is the possibility of conducting mass research, as well as minimizing labor costs in the preparation and processing of research results. One of the main management problems in agricultural organizations is the tendency to reduce production efficiency, the growth of which is influenced by the following factors:

- flexibility of the production system;
- introduction of innovations in the production process;
- efficient use of resources.
- systematic reduction of all types of production costs;
- continuous growth of labor productivity;
- establishment of optimal norms and standards of labor costs, elimination of losses of working time and rationalization of labor processes.

In addition, time standards serve as the basis for planning production, calculating the cost of production and forming a wage system. For the company's management, the standards allow for an objective assessment of the workload of employees, identify bottlenecks in production processes, and make management decisions based on accurate data. For employees, rationing ensures transparency of labor requirements and a fair assessment of performance. Modern enterprises are increasingly using automated management systems, digital platforms, and data analysis technologies. This significantly changes the approaches to time normalization. Traditional timekeeping methods are being replaced by digital process monitoring tools, MES and ERP systems that allow you to collect and analyze information about time spent in real time. Digitalization makes standards more flexible and adaptive, allows you to take into account the influence of external factors and quickly adjust indicators in accordance with changing production conditions. In modern conditions, time rationing should take into account not only economic efficiency, but also social factors. Excessively high standards can lead to overwork of employees, lower motivation, and an increase in occupational diseases. Therefore, an important principle of rationing is to



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maintain a balance between the interests of the enterprise and the preservation of staff health. Labor rationing is the determination of the optimal cost of working time and labor for performing certain tasks or works in specific production or service conditions. This tool allows businesses to plan their operations, use their workforce efficiently, and increase productivity. In Uzbekistan, labor rationing is being developed within the framework of legal regulation aimed at improving the organization of work, creating fair conditions for employees and improving the efficiency of enterprises of all forms of ownership. The main source of labor law is the Labor Code of the Republic of Uzbekistan, which regulates working hours, their duration, forms of employment and obligations of the employer and employee. In addition, the Resolution of the Cabinet of Ministers No. 465 of 24.07.2025 approved the Standard Regulation on the Procedure for developing and implementing Labor Standards — a document that establishes common approaches to the development and application of labor standards in enterprises, including the private sector. This provision is aimed at:

efficient use of personnel and increased productivity;

creation of comfortable working conditions; determination of the optimal number of employees; formation of a balanced remuneration system. Rationing includes several interrelated elements:

Time standards — how much working time is required to complete a specific operation or task. Output standards — how much production or work an employee must complete in a set time. Service standards — the number of working equipment or processes serviced by one employee.

Rationing allows you to:

determine the actual time spent.

eliminate labor losses;

increase productivity by planning technical and economic indicators; reduce production costs. This is important both for manufacturing enterprises and for the service sector — for example, logistics, trade or repair. Clearly defined norms serve as the basis for a fair system of remuneration, when earnings are correlated with real labor costs and its results. Rationing helps to calculate: the required number of employees; optimal work schedules; the need for qualification and training of personnel. Labor rationing and working hours according to the



legislation of Uzbekistan. The Labor Code and related regulations set clear parameters for working hours: The normal duration of work does not exceed 40 hours per week. For a six-day working week, the daily duration should not exceed 7 hours, for a five-day working week-8 hours. Reduced working hours are provided for certain categories of employees (for example, teenagers, employees with disabilities, people with a high mental load). The law also provides for the possibility of part-time employment and flexible working hours as agreed by the parties. Although the legal norms and methodology of labor rationing are developing, there are difficulties in practice: violation of labor legislation on working hours in some enterprises (for example, processing in excess of the norms without compensation) remains a problem, especially in some organizations. the implementation of standards in small enterprises requires a qualified approach and often faces a lack of specialists in standardization. In other words, modern labor rationing allows us to reveal the reserves of increasing the competitiveness of production, saving the most diverse resources of the organization, improving the scientific organization and labor safety in the organization.

Thus, time rationing remains the most important element of modern enterprise management. It contributes to improving labor efficiency, optimizing production processes and fair organization of labor remuneration. In the context of digital transformation, the role of rationing does not decrease, but, on the contrary, takes on a new meaning, requiring the use of modern technologies and an integrated approach to human resource management.

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