

## OPTIMIZATION OF LABOR RATIONING PROCEDURE AT THE ENTERPRISES IN MODERN CONDITIONS

The article is devoted to the study of labor standardization at enterprises in current conditions. Relevance of the study is due to the fact that despite important theoretical, methodological and practical elaborations on labor standardization, due to the rapid pace of scientific and technological progress accompanied by the mechanization and automation of production and management processes, issues on improving its efficiency and building a universal model of the process remain debatable and under-researched.

Within the article, application of labor standardization at enterprises is analyzed; possibilities of implementing modern approaches to the regulation on the improvement the organization of production, improvement of working conditions, maximization of the use of working hours and reduction its unproductive costs are evaluated; the essence and value of labor standardization and its functions are systematized. Typical causes of over-fulfillment and non-compliance with labor standards at enterprises are identified. Attention is drawn to the fact that indicators of their accuracy and intensity are required to characterize the quality of standards.

The authors highlighted key benchmarks of labor standardization at the enterprise, in particular: the number of works and employees covered by the standardization; the level of compliance with labor standards; efficiency of working hours; current regulatory framework. The model of the procedure optimization of labor standardization at enterprises, that will promote rational use of working hours, increase of labor productivity, establishment of optimal staffing, motivation of employees to achieve the best results of the activity is proposed. The authors have proved that to improve labor standardization, it is necessary to ensure high quality of regulatory materials, improve methods and methodic of labor standardization; upgrade production equipment, ensure constant training of workers, and increase the material and moral interest of employees in achieving high quality labor standards.

**Keywords:** labor standardization, norms, normative materials, labor productivity, working hours, working conditions, efficiency of activity.

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