

Strategy for Enhancing the Role of the Service Industry in the Postindustrial Society and Promoting Employees' Work

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Abstract

in the transition to a post-industrial society, the role of the service sector has increased and the need to strengthen the promotion of the work of those employed in its sectors is substantiated.

Keywords: *post-industrial society, service industry, population income, wages, employees in the service industry, labor promotion.*

A characteristic feature of the development of modern civilization is the transformation of the service sector into a priority sector of the economy. In recent years, not only the influence of the service sector on the economy is increasing, but its role in the processes of social product production, exchange and accumulation, as well as in the formation of the standard of living and gross income of the population is increasing. The enormous potential of the service sector is capable of making it a reliable source of sustainable economic growth and reducing the dependence of economic growth on external economic conditions.

As the pace of development in any country that has risen to the level of a post-industrial society is primarily determined by achievements in the service sector, the scope of scientific research on the theoretical and practical problems of its rapid development expands and improves more and more.

In world practice, a large number of in-depth theoretical studies of services have been conducted for many years, and as a result of them, various scientific views and opinions have been formed.

The analysis of the scientific views on services of different scientists who worked in different periods showed that although there are certain theoretical views on services, they do not have the final character as an independent field of science. There is no scientifically based explanation of the concept of services in the economic literature, a single opinion on the classification of services has not yet been formed among scientists.

The history of some opinions and scientific views about the service sector goes back a long way. Although there are no opinions that interpret services as a special sphere of human economic activity, a kind of luxury, in the reserve of scientific views that have come down to us as a legacy from the distant past, it is possible to find approaches related to certain types of services.

Scientific views on services as a separate and independent sphere of human economic activity began to be formed in the works of representatives of classical economic theory.

The imagination and scientific views of representatives of classical economic theory about intangible goods and services have developed and been enriched in the researches of later economists.

The current stock of theoretical knowledge about the field of services has significantly advanced from the initial ideas and scientific views about them.

Thus, our theoretical analysis showed that the service sector is not an integrated economic complex and as a separate sector, it is not opposed to other sectors and sectors of the economy. It actively participates in the production, distribution, exchange and use of the total social product, as well as in the processes of increasing the living standards and incomes of the population, along with the production of material goods. With his participation, the process of formation of a large part of the total income of the population takes place.

However, the service sector is still financed on the basis of the "residual" principle, and the old-fashioned approach to the formation of the income of the employees of this sector is used. However, the most advanced and qualified specialists of the society work in this field, and it is in this field that human capital is formed.

In our opinion, the further development of the service sector is inextricably linked with the improvement of the mechanism of income formation of employees of this sector. In this way, it is achieved that the wages of workers in the service sector are to a certain extent closer to the wages in the material production sector and in the commercial sector. At the same time, in order to raise it to the level of developed countries, it is necessary to increase the wages of all hired employees, to make it the leading source of income formation for the people employed in the service sector.

Improvement of the mechanism of formation of incomes of employees of the service sector helps to solve two most important tasks: firstly, to increase the income and standard of living of the population, because about half of the employed population in the economy work in this sector; secondly, the correct formation and rational distribution of income increases the interest of employees in the results of their work, which, in turn, leads to the improvement of the final results of the enterprise. Thus, by solving the problem of improving the mechanism of income formation of service sector employees, it will be possible to solve the most important tasks of social and economic development of society.

On the other hand, it is possible to attract employees who are resistant to competition, responsible for the results of their work, and who can demand quality work, only for high-paid jobs. Higher wages lead to increased labor productivity and incomes. The share of the wage fund in GDP has reached 50-60 percent in developed countries, and high incomes of owners and managers are also maintained. In Uzbekistan, this indicator was 25 percent in 2019. Therefore, a program for paying wages worth the work is needed in all sectors of the country's economy. As a result of the policy of permanent increase of wages by the government of our republic, the income of the population has regularly increased during the years of independence.

Increasing the wage level in the total income of the population has social and economic effects. The social effect of high wages is manifested in the formation of a favorable socio-political environment in the society, in the improvement of the moral and spiritual environment and in the social mood of hired workers, in the increase of their satisfaction with their work.

Economic effects are an increase in the demand for quality and productivity of labor, the risk of losing a job, hence self-regulation and control, an increase in investment in human capital, a strengthening of cooperative labor relations and mutual demand for the quality of technological processes.

High wages are beneficial to everyone: society, the state, and the entrepreneur. For manufacturers, the market capacity will expand, the speed of capital circulation and the return of money will

increase. In trade, surplus stock is reduced, lead times are reduced, annual turnover and profits are increased, and the assortment of goods is improved, because the demand of middle-class buyers is different from the demand of the poor. Higher yields are good for banks, insurance companies and pension funds.

In proportion to the increase in wages, income tax from individuals also increases, which accordingly increases the demand on state bodies, their responsibility for the quality of management and decisions.

Thus, the further increase of the role of the service sector in the socio-economic life of the society depends on the solution of the problem of the formation of income of the population employed in it and its high level provision. Because through incomes and their regulation, it will be possible to stimulate the economic activity of workers in this field.

In our opinion, it is necessary to improve the mechanism of income formation of the population employed in the service sector and, on this basis, to activate its participation in solving the problems of improving the quality of life. In this regard, there is a need to study more deeply the issues related to the income of the population from the service sector.

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