

**SCIENTIFIC AND METHODOLOGICAL FOUNDATIONS AND EFFECTIVENESS OF
WORKLOAD STANDARDIZATION IN ORGANIZING PHYSICAL ACTIVITIES FOR
EMPLOYEES OF ENTERPRISES AND ORGANIZATIONS**

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Abstract: This study explores the scientific and methodological foundations of workload standardization in organizing physical activities for employees within enterprises and organizations in Uzbekistan. Given the high prevalence of sedentary work environments and overtime among Uzbek employees, there is a pressing need to implement structured physical activity programs. Drawing upon international guidelines and local data, this research examines effective strategies for integrating physical activity into the workplace, aiming to enhance employee health and productivity.

Key words: workload standardization, physical activity, workplace health, Uzbekistan, employee wellness

Introduction

Sedentary behavior and physical inactivity are recognized as key contributors to the global burden of disease. In Uzbekistan, these risks are particularly evident among office workers, especially in the public sector. A survey by the Yuksalish Movement (2023) revealed that nearly 60% of government employees work overtime regularly, often without compensation, which may lead to chronic fatigue and health issues. According to the World Health Organization (2023), insufficient physical activity is responsible for approximately 500 million preventable noncommunicable disease cases by 2030 worldwide.

Given these concerns, workload standardization, which is the rational distribution of working hours, duties, and breaks, can provide a useful framework for introducing physical activities at work. This article explores scientific approaches and practical interventions relevant to Uzbekistan's labor context.

Methods

This research uses a qualitative method of literature synthesis. Sources include current WHO recommendations, systematic reviews of workplace wellness programs, and Uzbek national survey data. Search terms such as "workplace physical activity," "workload standardization,"

and “employee health Uzbekistan” were used in databases such as PubMed, WHO IRIS, and Google Scholar. Selection criteria included peer-reviewed publications from 2005–2023 and official institutional reports relevant to workplace health.

Results

The literature consistently supports the idea that physical activity at the workplace improves both health and productivity. Proper workload planning allows time for short exercise routines during working hours, which reduces musculoskeletal disorders and fatigue (Proper et al., 2003). WHO (2023) recommends several interventions including “active breaks,” walking meetings, and even workplace-based physiotherapy sessions for medium and small businesses.

In Uzbekistan, the working conditions often lack such programs. The survey conducted by the Yuksalish Movement (2023) found widespread dissatisfaction with overtime work policies. The implementation of standardized workloads could include scheduled physical activity breaks or daily short group exercises, which can help mitigate fatigue and increase employee engagement.

Moreover, management involvement plays a crucial role. Research shows that workplace wellness initiatives are more effective when senior leadership actively supports them (Person et al., 2010). Task rotation is another useful strategy, especially in labor-intensive sectors, as it allows different muscle groups to be engaged and prevents repetitive strain injuries (Nieuwenhuijsen et al., 2021).

Discussion

Workload standardization not only improves efficiency but also opens space for integrating health-promoting activities during work. While many Uzbek organizations focus on productivity, they often overlook the long-term benefits of employee health. To address this, three strategies are suggested: policy support, management training and monitoring systems. Policy support is the implementation of regulations that will define optimal workload and mandatory break times for physical activity for workers. Furthermore, educating leaders, directors, presidents of companies on the importance of health interventions can foster organizational change. Finally, the digital tools can be used to track participation in physical activities and workload distribution can improve compliance.

These findings align with international experiences. For example, Person et al. (2010) found that customized workplace wellness programs led to reduced absenteeism and healthcare costs in American businesses. While Uzbek enterprises may differ in resources, adaptations of these models are still possible.

Conclusion

Workload standardization can be an effective platform for incorporating physical activity into

daily routines of employees in Uzbekistan. The approach combines labor management principles with public health goals, creating benefits for both individuals and organizations. Future studies should evaluate specific intervention models and their adaptability in both public and private sectors of the Uzbek economy.

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