



IMPROVEMENT WAYS OF WAGES ACCOUNTING AND AUDIT

Dilorom Khadjimuratovna Askarova*

* Scientific Researcher,
Tashkent Institute of Finance,
UZBEKISTAN

ABSTRACT

The purpose of the article is to study problem areas of accounting and audit of remuneration and identify areas for their improvement. For a complete understanding of this process, the role of wages is substantiated and its definition is given. The existing shortcomings and problematic issues in the accounting of payroll calculations in the context of: the influence of the legislative framework, the labor intensity of the process, primary documents, automation of accounting and the need to control the implementation of transactions are revealed. The main ways to improve and simplify the process of keeping records of wages for each identified problem are considered.

KEYWORDS: *Salary, Calculations, Accounting, Remuneration, Accounting Problems, Audit, Improvement of Audit on Payroll Calculations.*

INTRODUCTION

Today, the functioning of any enterprise is impossible without the use of the labor of at least one employee. The employee performs a certain amount of work and receives remuneration for this in the form of wages. Wage, on the one hand, it is a component of the population's income, on the other hand, for an enterprise it is a costly item and a way to motivate labor. Therefore, a basic contradiction arises: workers want to increase wages, and enterprises want to cut labor costs. To overcome this contradiction and form a rational system of remuneration at the enterprise, it is necessary to ensure an appropriate level of accounting that meets modern requirements. Therefore, the state of accounting for payroll calculations is constantly in need of updating and implementation of improvement measures.

RESEARCH METHODS

The methodological basis of the research is general scientific methods, namely general logical (induction, deduction, analysis and synthesis, analogy, generalization) and specific scientific methods (comparative comparisons, grouping, statistical analysis).

LITERATURE REVIEW

The theoretical and practical aspects of the features, problems and prospects of accounting for payroll calculations in scientific research were considered by many scientists, in particular A.V. Leshuev, V.V. Zhideleva, N.A. Volgin, A.V. Mertnesyan, N.A. Matrusova.

Among domestic scientists - economists Karimov A.A., Mehmanov S.U., Hamdamov B.,

Abdullaev A, Kayumov I, Sanaev N.S., Narziev R, Dustmuradov R.D., Fayziev Sh.N., Kuziev I. N., Avlokulov A.Z., Pulatov G.V., Tulakhodzhaeva M.M. , B.A. Khasanov, B.A. Khashimov, A.S. Sotivoldiev, Yu.M. quite deeply studied in their works the scientific, methodological and practical aspects of accounting and audit of remuneration.

A.A Karimov interpreted the calculation of labor and wages as one of the most important and difficult areas of accounting, which requires accurate and operational information[1].The calculation of wages includes changes in the number of employees, the use of working time, the payroll, the types of payments and the categories of employees, which are calculated by each employee of the enterprise.

According to H. Sanayev and R. Narziev, the purpose of the audit should be to properly and scientifically organize labor, efficient use of working time, reduce the cost of goods (works and services) [2]. The main tasks of the inspection of labor costs and remuneration are to determine compliance with applicable laws and regulations on labor costs, scientific organization of labor and reserves to further increase the efficiency of labor resources on the basis of remuneration systems.

According to K.Urazov and M.Pulatov, accounting and labor remuneration is expressed in tariff and non-tariff systems of labor remuneration.

It is specified that workers and employees performing work requiring complex work and professional knowledge are assigned different levels of remuneration depending on their profession and position, and, therefore, the corresponding tariff coefficients for each category [3].

Quite a lot of authors have considered the issue of accounting for wages, but constant changes in the economic and social spheres require regular updating and improvement of the accounting process and methods for auditing payroll calculations at the enterprise.

ANALYSIS AND RESULTS

The objectives of the article are to identify the main problematic issues of accounting and audit of payroll calculations and develop proposals for their solution and improvement.

All enterprises in the country, regardless of their form of ownership and production volumes, must maintain accounting records and prepare financial statements.

To check the reliability, objectivity of accounting information in accordance with the current legislation, enterprises create an internal audit department or use the services of auditors or audit firms.

One of the most laborious for accounting and auditing is the payroll segment, which consists not only in the calculation and payment of wages, but also in carrying out deductions and deductions in the calculation for each employee. Wages are a basic element of labor relations, expresses the value of the labor force used and the employee's life time for the benefit of the enterprise and is paid in the amount that takes into account the interests of the employee, employer and the state. In modern economic conditions, wages play a significant role in people's lives, the functioning of an enterprise [4].

According to article 153 of the Labor Code of the Republic of Uzbekistan “The amount of wages is determined by an agreement between the employer and the employee. The salary cannot be less than the minimum amount established by law, and the maximum amount is not limited in any way”[5]. Therefore, special attention should be paid to solving problem areas of accounting and choosing directions for their improvement, because timely and decent wages affect the quality of work performed by workers in both the production and management spheres, and in general on the financial condition of the enterprise [6].

First, we will consider the issue of accounting for wages and its problem areas. In Uzbekistan, there are a large number of state regulations governing the accounting of wages.

One of the problematic issues is the frequency of changes in the legislation on labor remuneration, which must be introduced into the accounting in a timely manner. The duty of an accountant is to constantly monitor regulations on the quality of wages and the rights of able-bodied citizens. Monitoring can be carried out in-house by the accountant based on actual sources or using legal information systems. And the development of a stable legal framework is one of the promising areas for improving this accounting.

The next problematic issue of accounting for wages is such a component of primary accounting as issuing certificates of incapacity for work. This document has increased requirements for the accuracy of filling, therefore, accountants need to carefully check it and, if there are errors, send the employee to his medical facility to correct them. This significantly delays the process of recording and paying sick leaves. The use of this register by the company's accountants will simplify and speed up the process of processing a document and calculating sick leave [7]. Improving accounting can also be based on the fact that each company has the right to develop its own forms of primary documents in accordance with the specifics of the activity and the volume of accounting work.

Moreover, this can make it possible to simplify the stages of processing primary information and form the most rational document management system at the enterprise.

The developed forms of primary documents must be disclosed and listed in the order on the accounting policy of the enterprise. Also, the workflow process can be simplified by introducing multiple and accumulative documents in both written and electronic format [8].

In general, a large amount of primary documentation and analytics for each employee characterizes the labor intensity of accounting for wages. Therefore, almost all enterprises have switched to an automated accounting system, which greatly simplifies the work of an accountant: automatic payment of wages as a guarantee of the timeliness of this process, detailing information according to selected criteria, automatic calculation and formation of transactions, etc. But the program still requires constant improvement and updating in accordance with changes in legislation, therefore, in our opinion, the sources for improving such accounting are:

- Updating of software, including the use of domestic software products oriented to the state legal framework;
- The use of more modern technology, the correct selection of specialized programs for each industry or type of accounting work;
- Introduction of technical innovations that can improve performance, etc.

The next disadvantage of accounting for wages in many enterprises is the insufficient level of control over the execution of operations, the components of which may be:

- 1) Control over the use of working time and ensuring the growth of labor productivity;
- 2) Control over the timely and correct determination of the amounts of accrued wages and deductions to social insurance bodies and attributing them to the cost of products (works, services); [9].
- 3) Control over the implementation, within the established timeframe, of all settlements with employees and employees from wages and other payments;
- 4) Control over the use of the wage fund and other funds that are allocated to pay the employees of the enterprise;
- 5) Checking the correctness of the calculation of payments for overtime work, work on holidays, at night, etc.;
- 6) control over the correctness, timeliness and completeness of the operational accounting service.

Carrying out these activities will ensure the efficiency and quality of the accounting apparatus at

the enterprise. Control functions can be assigned to a separate official, included in the official duties of accounting and management personnel, provided and carried out by the department of internal audit, control, etc.

For visual acquaintance, the main problematic issues of the current state of accounting for payroll settlements and the ways of their solution are shown schematically (Table No.1).

TABLE NO.1WAYS TO SOLVE THE PROBLEM OF PAYROLL ACCOUNTING

The main problematic issues of accounting for wages	Ways to solve the problems of accounting for wages
The complexity of the process due to the processing of a large number of primary documents	Using the electronic register of certificates of incapacity for work. Development of own forms of primary documents. Accounting process automation
Accounting process automation	Use of modern technology. Software updates. Selection of specialized programs. Introduction of technical innovations
Periodic changes in legislation on accounting and labor relations	Constant monitoring of changes in regulations. Development of a stable legal framework. Use of legal information systems
Insufficient level of control over the execution of accounting operations	Introduce a separate control officer to the staff. Implementation of the function of control over the official duties of accounting and management personnel. Creation of an internal audit or control department

With the development of market relations, the complexity of business processes also occurs, as a result, the requirements for audit services increase. Therefore, the next thing that needs to be paid attention to is the improvement of the already existing audit and an overview of the possibilities of innovations in the methodology of its conduct.

To improve the audit of payroll calculations, it is necessary to conduct a thematic audit aimed at this link of accounting, and not a comprehensive audit of accounting. This method of verification provides for targeted attention and increases the specific amount of processed information, which in turn improves the quality of the auditor's report.

When defining the tasks of the audit, auditors should take into account the composition of business operations, the intensity, the procedure for registration and registration, the peculiarities of the information processing technology used at the enterprise and other factors [10].

Both accounting and auditing activities are directly influenced by the regulatory and legal framework, which is currently being continuously modernized in Uzbekistan. Therefore, to improve audit, it is necessary to introduce changes in the legislation in the field of financial control, to modernize national audit standards, to introduce international and European standards on the basis of harmonization [11].

Auditing is a time consuming process. To simplify the work and save time, with the possible obtaining of a larger number of effective indicators, it is necessary to introduce into the field of auditing the use of computer technology. Automation of the audit reduces the risk of errors of an arithmetic nature, covers the entire process as a whole, which has its advantage over the selective method of verification, makes it possible to group data according to various criteria, etc. Due to the lack of specialized computer programs for audit, the development of specialized programs is the leading direction of improvement audit [12].

An audit of payroll calculations should provide reliable information on the status of payments. The final information of the audit will be used by managers and managers in making decisions on the

future activities of the enterprise, therefore, it is advisable, in addition to checking accounting and financial reporting, to calculate indicators characterizing the calculation of wages (the share of labor costs in the cost of production, the ratio of hourly and piecework wages labor, competitiveness of wages in the region and the country).

To improve the quality of the audit of payroll calculations, it is necessary to take into account the specifics of the economic activities of each individual customer, because at this stage of the functioning of the economy of Uzbekistan there are many types of entrepreneurial activity. For example, the primary documents of enterprises in the field of communications differ significantly from documents in agricultural enterprises.

The auditor, through a thorough analysis of source documents and reports directly at the workplace, determines: the reliability of the information provided to the company upon receipt of money for payment and the use of the received funds for their intended purpose, compliance with the procedure allowing overpayments from the payroll, Reasons for overspending, i.e. overestimation of reporting data, which is completely incorrect, falsified, and in most cases with the aim of obtaining illegal rewards for fulfilling and over fulfilling planned targets. There are frequent cases of overpayment for unfinished work, write-off of raw materials, materials, fuel and other resources, which leads to theft ”[13].

To conduct an audit of payroll calculations, the auditor must have sufficient knowledge and experience in this area of accounting, monitor changes and improve his professionalism. So, the improvement of audit will be facilitated by exercising control over the level of competence of auditors and the quality of services, ensuring real independence of the auditor and imposing sanctions and penalties on auditors regarding the inaccuracy of the provision of audit services [14].

An internal audit department can be created in an enterprise to improve accounting and performance. This unit should be organizationally and functionally independent to ensure the objectivity of information. The structure of the department depends on the size and needs of the enterprise.

Based on all of the above, we can conclude that to improve the audit of the calculation of wages, international audit standards are simply necessary. To understand the position of the enterprise and the results of its economic activity, an objective document is required, and such is the accounting statement [15].

The main ways to improve the audit of payroll calculations are schematically shown in Fig. 2.

DISCUSSION

Scientific conclusions made on the basis of studying the theoretical and organizational-practical foundations of accounting and audit of remuneration have the following advantages:

1. Improving the system of norms as a method of measuring labor and regulating its remuneration will lead to an increase in labor productivity of employees of the enterprise and the financial stability and competitiveness of the enterprise.
2. The study of accounting and audit of remuneration as a separate area of accounting will contribute to its further development as a science.

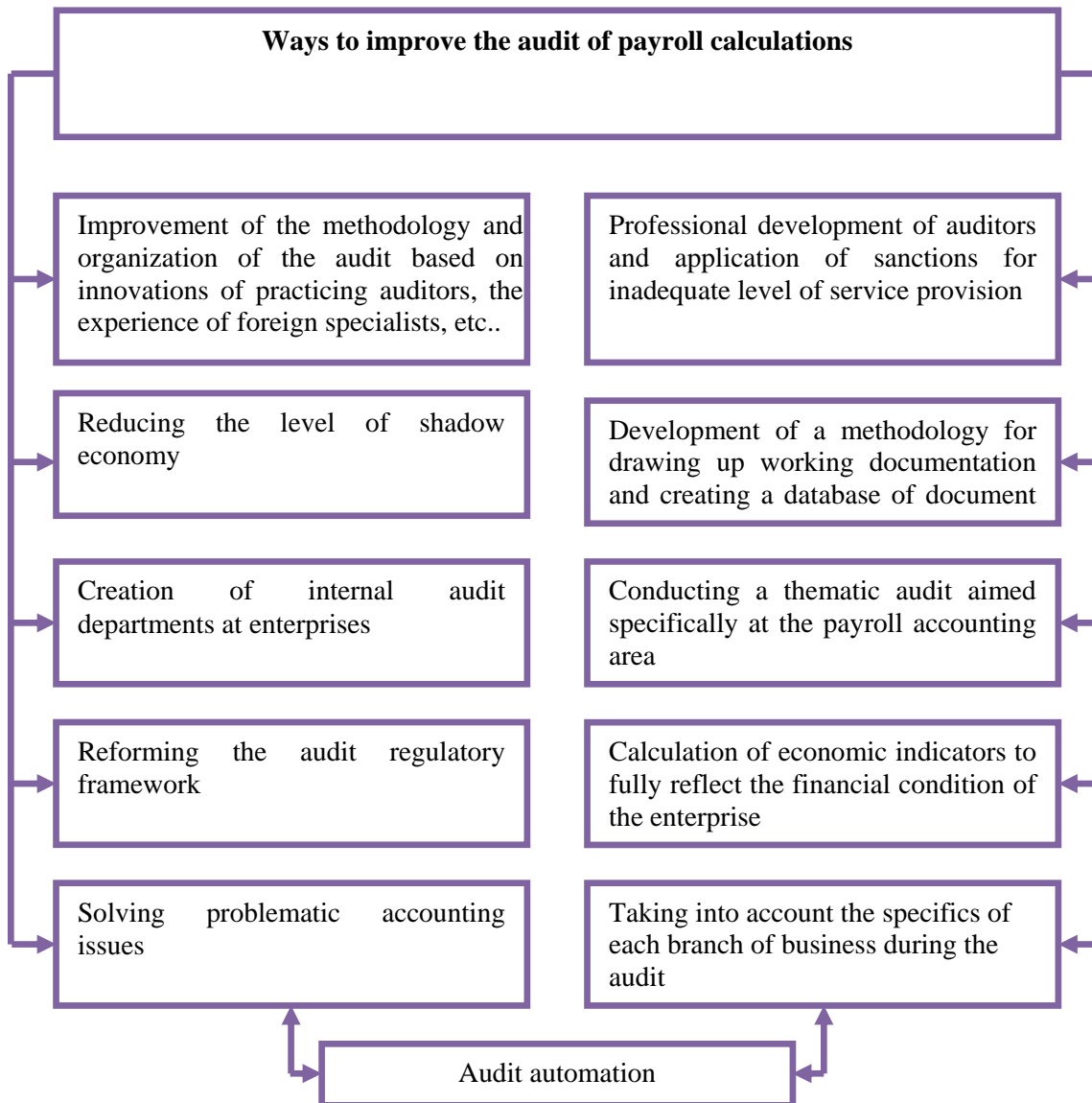


Figure 2. The main ways to improve the audit of payroll calculations

In the world experience, the issues of accounting and audit of wages are studied in harmony, which testifies to the compliance of the study with the goals of the international scientific community.

1. Ideas put forward in the main areas of payroll accounting and auditing are not fully disclosed in most of the studies studied in this area, and, in turn, represent a new approach.

CONCLUSIONS

Considering all of the above, it can be concluded that audit improvement is a pressing issue. After all, the audit provides information and recommendations on: the state of payments for wages, improving working conditions, maintaining a stable workforce, increasing labor productivity, which, in turn, affects the profitability of the enterprise.

Today, wage accounting is under the influence of changes and reforms, therefore it needs constant updating and improvement. Solutions identified during the study of problems will improve the quality of accounting data, their truthfulness and reliability, which, in turn, will positively affect the validity of management and audit decisions.

The introduction of these methods of improving audit is a source for the growth of its level, which, in turn, is a factor influencing the future state and investment attractiveness of the audit object.

In addition, it is also advisable to consider the social aspect of the work of accounting personnel and employees of the audit sphere in the context of material and moral incentives for labor,

possibly as a direction for further research.

REFERENCES:

1. Karimov A.A. Accounting Textbook; T: «Shark» 2004, 292 p.
 2. Sanayev X, Narziyev R. Audit. T: «Shark» 2001, 336 p.
 3. Urazov K, Pulatov M. Accounting. T: «Innovatsion rivojlanish nashriyot matbaa uyi» 2020, 558 p.
 4. Alekseeva G.N. Accounting theory. Tambov. 2004, pp. 98-99
 5. Tursunov Y. Comments on the Labor Code of Uzbekistan. T.: «Adolat» 2015, 960 p.
 6. Halyna Kuzmenko, Kateryna Yahelska, Oksana Artyukh, Iryna Babich, Nataliia Volenshchuk, Larisa Sulimenko, "Improved Methodology of Accounting and Audit of Payments to Employees in Ukraine," Universal Journal of Accounting and Finance, Vol. 9, No. 1, pp. 44 - 53, 2021. DOI: 10.13189 / ujaf.2021.090105
 7. https://nrm.uz/products?folder=179259_buhgalterskiy_uchet_audit_ocenochnaya_deyatelnost&products=1_vse_zakonodatelstvo_uzbekistana
 8. Kamorjanova N, Kartashova I. Accounting: financial accounting. SPb .: Peter, 2003.p 250
 9. Larysa Ivanchenkova, Larysa Skliar, Kateryna Stasiukova, Iryna Babich, Nina Tsegelnik and Yuliia Tomchuk, Improving the Organization of Accounting and Control of Payroll in Budgetary Institutions. International Journal of Management, 11 (6), 2020, pp. 718-727.
 10. <http://www.iaeme.com/IJM/issues.asp?JType=IJM&VType=11&IType=6>
 11. Fayziyev Sh. Financial statements audit. T: 2009. pp. 4-5.
 12. Dusmurotov R. Basics of audit. T .: 2003. p 259.
 13. Akhmadzhanov K, Yakubov I. Basics of audit. T.: «Iqtisod-moliya» 2010. P.210
 14. Audit. Tutorial. Edited by M. Tulakhodzhaeva and F. Gulomova . T .: 2004. P.106
- Novik K. Problems of improving the quality of audit activity // Collection of materials of the III All-Ukrainian scientific and practical conference "Modern problems of accounting, analysis, audit and taxation of business entities: theoretical, practical and educational aspects" (Dnipro, 28- March 29, 2019). Dnipro: National Metallurgical Academy of Ukraine, 2019 pp. 616-619
- Karimov A, Temirkhanova M, Mehmonov S. Improvement of international auditing standards and their implementation in Uzbekistan. // Collection of materials of the IX international scientific and practical conference "Actual issues of improving accounting, statistics and taxation of organizations" February 17, 2020 Tambov, pp.195-203