

ANALYSIS OF THE ORGANIZATIONAL MECHANISM OF EFFECTIVE USE OF HUMAN RESOURCES IN SMALL BUSINESS SUBJECTS IN UZBEKISTAN

A. A. Yusupov

Senior Teacher, Kokan University

Abstract

This article analyzes the organizational mechanism of effective use of human resources in small business entities in the conditions of Uzbekistan. Analytical opinions were expressed about it. Also, information about the processes of effective use of human resources in the activities of small business entities, the basis of correct assessment and analysis of work performance, and the impact on the development of small business. In addition, the results of the statistical analysis of regions with a high need for employment are highlighted based on analytical approaches.

Keywords: work mechanism, human resources, efficiency, production, human capital, population employment, market economy, labor force.

Introduction

Today, in the economic conditions of Uzbekistan, in the formation of the theoretical foundations of small business activity, in our opinion, the types and forms of its organization, specialization in a specific branch or field of business management are considered to be one of the most important issues. From the point of view of organizing small business activities, it is considered simple according to its content. In the process of research, while focusing on studying the improvement of the mechanism of using human resources in the activities of small business entities, we emphasize that there are several ways in terms of the composition of small business enterprises, and we cite the following as the main ones:

- 1) as objects of social and market infrastructure in a specific residential area (retail shops, catering establishments, household service enterprises, bazaars, small production enterprises (bakeries, confectionery enterprises, etc.). The number of these is determined by the number of people in this area and their demand for these products and services.
- 2) as objects of production and social infrastructure around large enterprises, especially large enterprises forming the city;
- 3) as an independent product manufacturer and service provider, further disclosure of the essence of our scientific research requires the opinions of the above-mentioned researchers, further expansion of their scientific results, and theoretical enrichment.[1]

Especially in the small business environment, it is appropriate to systematically analyze the characteristics of small enterprises by the main types, including revealing the specific



characteristics of these enterprises using the SWOT analysis method. Using the SWOT analysis method, we will consider the specific characteristics of enterprises as small business networks.

1. Significant limitation of financial resources in small business entities. Economists O. Konshina and T. Dudinskaya explain this situation as follows: "The main reason why small and medium-sized businesses do not develop so strongly is the difficulty of initial capital accumulation, the lack of opportunities to obtain loans under favorable conditions, the ineffectiveness of the tax system as a result, the level of financial security of most small enterprises is low." This, in turn, forces small enterprises to specialize in a specific activity or one of its processes in most cases.[2]

2. Determination of quantitative limits of small business entities by the state. That is, in most countries, their quantitative limits for supporting the activities of small business entities are determined by law.

3. Lack of equipment and technology in small business entities. Usually, small enterprises have limited access to expensive technological lines.

4. Most of the enterprises established as small businesses direct their activities to the population of a certain area or to consumers who are certain according to some sign. "Lack of financial and human resources limits the "market power" of small enterprises and has a negative impact on the possibility of marketing and expanding the circle of customers. However, a significant number of small businesses depend on less than ten customers, and some operate on the account of a single buyer. This requires them to specialize in the production of a specific product or service.[3] "Due to narrow specialization, consumer demand is satisfied relatively qualitatively. Compared to large businesses that are focused on meeting the needs of a wide segment of the population, small businesses provide customers with an individual approach." In addition, "a serious factor that discourages the development of small business is the low demand of the population, which is the main consumer of its products and services", and this is also their simultaneous engagement in various activities, limits the possibility.

Accordingly, it is important to analyze these processes and find out the mechanisms of influence on them. The analysis of changes in the number of newly established small enterprises and micro-enterprises by sectors in 2016-2018 in our country shows that a certain level of instability is characteristic for this indicator in the period of 2020-2022, and only in 2021 consistent and stable growth has been achieved since In 2018, more than 48,900 small enterprises and micro-enterprises (excluding farms) were established, which means 28.2% more than in the same period last year.[4]

The relative weight of the number of newly established small enterprises and micro-enterprises in relation to the total shows that the largest indicator in this regard belongs to trade and catering: from 28.8% in 2016 to 31.9% in 2018 enough In the industrial sector, it decreased from 24.7% to 23%. In the construction sector, this indicator increased from 7.2% to 13%, respectively. (Diagram 1)



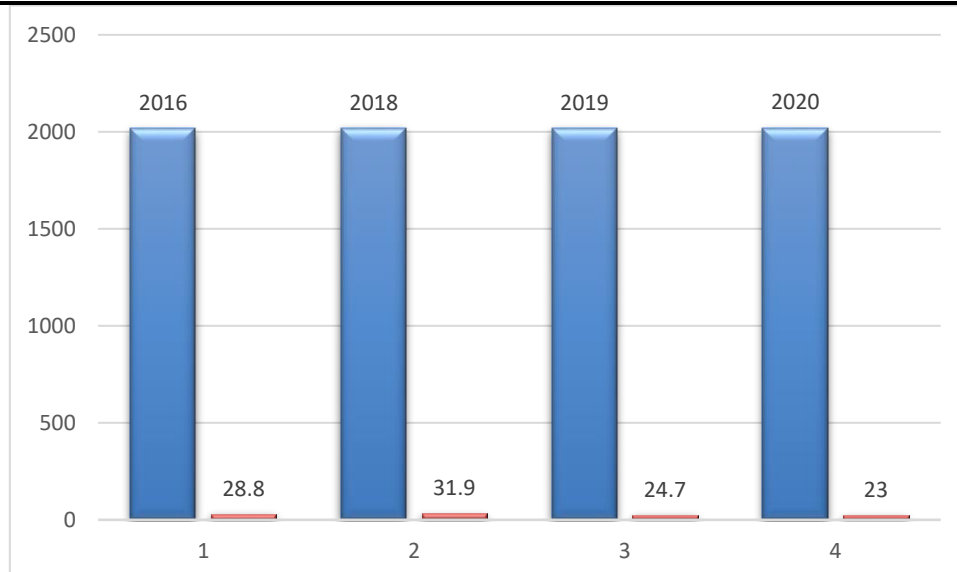


Diagram 1 Diagram 1. Relative weight of small enterprises and micro-enterprises in relation to the total number

Since 2018, non-production types of household services, education, culture, science and scientific services, and the absence of newly established enterprises in other production sectors. Changes in statistical indicators during this period, that is, due to their different grouping. At present, a certain degree of instability is characteristic for the processes of specialization of small business entities in economic sectors in Uzbekistan. And this, in most cases, the share of small business enterprises necessary to ensure high efficiency in some sectors is not enough, while in other sectors the share of these enterprises is higher than the norm, the level of competition increases and the average profit rate decreases can bring.[5]

Accordingly, it is important to study the processes of specialization of small business enterprises by branches, to find out the economic mechanisms that influence their implementation in the appropriate way. Based on the above comments, it can be noted that in our country, sustainable economic growth will be achieved through fundamental reform of the economy, formation and expansion of the basis of market relations, creation of modern industries and sectors through structural changes, modernization and diversification of production. opportunities of small business and private entrepreneurship are widely used to provide, create new jobs, solve the employment problem, increase the income and well-being of the population. The clear and consistent implementation of the Development Strategy set by the President serves as a solid basis for the success and high efficiency of these processes.

During the years of independence in our country, large-scale work was carried out on the sustainable development of our economy and great achievements are being made. This is reflected in the fact that important reforms are being implemented in order to ensure our main goal - to ensure a decent standard and quality of life for our people and to take a place among the developed democratic states. This is in the direction of economic development and liberalization of the Strategy of Actions for the further development of the Republic of Uzbekistan in 2017-2021 "to ensure reliable protection of private property rights and guarantees, all obstacles to the development of private entrepreneurship and small business,

and removing restrictions, giving him complete freedom, implementing the principle that "If the people are rich, the state will be rich and strong"; It is manifested in the task of creating a favorable business environment for the wide development of small business and private entrepreneurship, strictly preventing illegal interference in the activities of business structures by the state, law enforcement and control agencies. The mentioned advantages of small business and private entrepreneurship are considered to be a stimulating factor for the development of the national economy. Therefore, every country must consistently support the development of this sector.[6] In determining the role and importance of small business and private entrepreneurship in the economy, the economy is studied from an economic or social point of view. But it is more important to study this field from an economic point of view.

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