

## IMPORTANCE OF FOREIGN LANGUAGE TRAINING FOR COMPANY EMPLOYEES IN UZBEKISTAN

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### Abstract

This article examines the importance of learning a foreign language for modern enterprise employees in the context of globalization and the development of international business relations. The article highlights the economic benefits of such training, including expanding markets and increasing the competitiveness of companies. The benefits of training for improving communication and professional relationships in a multicultural environment, as well as its role in improving the skills and professional development of employees are also discussed. The article contains an analysis of the relevance of teaching foreign languages in modern business and provides examples of successful training programs implemented at enterprises. In conclusion, the importance of developing and supporting such programs for the effective functioning of enterprises in the international market is emphasized.

**Keywords:** foreign language teaching, enterprise employees, globalization of business, economic advantages, international business relations, communication skills, professional growth, competitiveness of companies.

### Introduction

The modern world is becoming increasingly globalized, with economic and commercial ties crossing the boundaries of nation states. This process of globalization is bringing significant changes to the business environment, requiring companies to adapt to a diversity of cultures, languages and practices. In this context, it is important to note the growing importance of knowledge of foreign languages for the successful functioning of enterprises.

Uzbekistan, like many other countries, does not remain aloof from global changes. The development of international trade, investment and business relations highlights the importance of foreign language skills for local businesses. Training employees in foreign languages is becoming an integral part of the business development strategy in Uzbekistan. This process not only promotes better mutual understanding with partners from different countries, but also opens up new opportunities for expanding sales markets, attracting foreign investment and improving the image of companies on the world stage [1].

The purpose of the article is to substantiate the need and feasibility of investing time and resources in language training for enterprise employees. It is aimed at identifying economic, sociocultural and professional benefits from mastering foreign languages, as well as analyzing practical methods and approaches to the implementation of educational programs in organizations. In addition, the purpose of the article is to attract the attention of enterprise managers to the importance of supporting and developing language training among personnel



for the successful functioning and competitiveness of companies in the global market. Let's consider the importance of teaching foreign languages at enterprises in Uzbekistan, its impact on business processes and possible ways to improve this practice to achieve competitive advantages in the global economy.

One of the main advantages of teaching foreign languages for enterprises in Uzbekistan is the opportunity to expand sales markets and find new customers abroad. In today's world, where trade and business cross the borders of nation states, speaking the languages of partners and clients becomes a key factor for success. Knowledge of languages facilitates negotiations, concluding contracts and establishing long-term business relationships with foreign companies and clients.

Teaching foreign languages also helps to increase the competitiveness of an enterprise at the international level. Companies whose employees speak foreign languages can compete more effectively for global markets, attract foreign investors and partners, and actively participate in international tenders and competitions [2]. The ability to communicate in the language of potential partners and clients increases the likelihood of successfully completing transactions and expanding business abroad.

## **II. Main part**

Knowledge of foreign languages opens up new opportunities for enterprises of Uzbekistan in the field of foreign trade operations and partnerships. Companies that train their employees in the languages of key trading partners can more easily penetrate foreign markets, enter into deals with international suppliers, and expand the distribution network of their products abroad. In addition, language proficiency allows you to more effectively interact with foreign counterparties within the framework of international projects and investment programs.

Uzbekistan is a multinational country where people of different cultures and nationalities coexist and work together. In such a multicultural environment, the ability to communicate and collaborate effectively is important. Foreign language training helps create more harmonious teams where each member can freely express their thoughts and ideas in a common language. This helps improve the work environment, increase productivity and achieve overall company goals.

One of the key aspects of a successful professional relationship is trust and respect between employees. Learning foreign languages helps develop interpersonal skills such as empathy, tolerance and listening [3]. When employees can communicate freely with each other in different languages, it builds mutual understanding and trust, which in turn promotes more effective teamwork and the achievement of common goals.

Advanced training through additional education and professional courses opens up new horizons for employees, providing them with increased opportunities for professional mobility and career growth. Possession of additional knowledge and skills increases the chances of promotion and transfer to more responsible and highly paid positions, which in turn motivates employees to develop themselves and achieve new heights in their careers.

Today's business is increasingly globalized, and the ability to work in an international environment is becoming increasingly valuable for professional growth in Uzbekistan enterprises. Knowledge of foreign languages, cultures and international business practices



opens doors to international markets and career opportunities. Employees with international experience and competencies can expect faster career development and access to international growth opportunities [4].

In general, advanced training and professional growth at enterprises in Uzbekistan plays a key role in maintaining business competitiveness and developing the national economy. Providing employees with access to additional educational and career opportunities, expanding opportunities for professional mobility and developing international competencies are important steps towards achieving success and prosperity in the modern business world.

The modern world is becoming more and more globalized, and the business environment in Uzbekistan does not remain aloof from this trend. In this regard, there is an increasing need for multilingual employees who can effectively communicate with partners and clients from different countries. Knowledge of foreign languages opens doors to new opportunities in international business and increases the chances of successful career development.

Research on the labor market in Uzbekistan shows that the demand for specialists who speak foreign languages is growing every year. Companies engaged in international business are actively looking for employees who can work in a multilingual environment and ensure effective interaction with foreign partners and clients. Jobs that require knowledge of foreign languages are most often associated with the areas of international trade, tourism, finance and information technology.

Uzbekistan is actively developing its international economic relations, which creates new opportunities for business and attracting foreign investment. In this context, knowledge of foreign languages becomes a prerequisite for successful participation in international projects, negotiations and cooperation with foreign partners. Teaching foreign languages helps strengthen the position of Uzbek companies on the world stage and opens up new horizons for business development in the context of globalization [5].

One example of a successful foreign language training program at an enterprise in Uzbekistan is the "Tekhno pharm" company. As part of their staff development program, they provide employees with the opportunity to learn English with experienced teachers. Thanks to this, employees successfully communicate with foreign partners and clients, which helps to increase export volumes and attract new clients.

Another example is the "Techno Plus" company, which specializes in information technology. They implemented a Japanese language training program for their employees, taking into account a strategic partnership with a Japanese company. This made it possible to strengthen business relationships between companies and open up new opportunities for employees within the framework of international projects.

### **III. Scientific and theoretical proposal and recommendations**

Companies in Uzbekistan use various methods and approaches to train their employees in foreign languages. This includes taking group and one-on-one classes with experienced teachers, using online courses and interactive platforms, and putting language skills into practice in the workplace through interactions with international colleagues and clients.



Many companies also organize language training, seminars and cultural events to motivate employees and create an incentive to learn languages. This allows program participants to gain practical communication skills in a foreign language and increases their motivation to study. The results of foreign language training programs at enterprises in Uzbekistan are assessed through various metrics, such as the level of language proficiency, confidence in communicating in a foreign language, the number of successful transactions with foreign partners, as well as an increase in export volumes and expansion of business geography.

Many companies report positive results from language training programs, such as improved communications with international clients, increased sales and expanded business abroad. This confirms the effectiveness of investments in language training for employees and encourages other companies to implement similar programs to improve their competitiveness in the market [6].

Foreign language training at enterprises in Uzbekistan represents not only an investment in the professional development of employees, but also a key factor in the successful participation of companies in global business. Knowledge of foreign languages opens doors to new opportunities, helps expand markets, strengthens business relationships with foreign partners and clients, and increases the competitiveness of enterprises in the global market. In modern business, where borders between countries are blurring, knowledge of foreign languages is becoming a necessary skill for successfully conducting business relationships. Companies that recognize the importance of language education for their employees can expect improved communications, expanded markets, and a stronger position on the global stage. Thus, investing in language education becomes a strategic step for business development and success on a global scale.

Despite the importance of language education, many enterprises in Uzbekistan face challenges in organizing and supporting foreign language training programs. In this regard, there is a need for further development and improvement of such programs, as well as support from the state and the business community. This will help ensure employees have access to quality language education and enable them to achieve their potential in international business.

In general, foreign language teaching plays an important role in business development in Uzbekistan, and its importance will only increase in the context of economic globalization. Supporting and investing in language education today is an investment in the future prosperity of enterprises and the country as a whole.

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