
IMPACT OF INNOVATIVE ACTIVITY MANAGEMENT METHODS ON LABOR PRODUCTIVITY IN TEXTILE AND SEWING-KNITTING INDUSTRY ENTERPRISES

<https://doi.org/10.5281/zenodo.11076092>

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Abstract

The article covers the most urgent issues of increasing labor productivity in the enterprises of the textile sewing and knitting industry in the context of the development of the industry of the Republic of Uzbekistan, improvement of the methods of managing innovative activities in the textile industry, and deepening of the ongoing socially oriented reforms.

Key words

innovation, investment, economic efficiency, labor productivity, innovative management, management models, financial management.

Enter.

Today , the Republic of Uzbekistan aims to ensure the stability of economic growth in the countries of the world by introducing innovative projects into the management of industrial enterprises in the state policy, creating new consumer values, ensuring the production efficiency of industrial enterprises, their financial stability, as well as , the global competitiveness of national economic sectors and the increase of indicators of innovative development index , that is, the period of quality and content renewal is passing. At the current stage of the reform, the urgent task of economic liberalization is defined as achieving continuous economic growth at the expense of ensuring macroeconomic stability. Improvement of the structural structure of the national economy of Uzbekistan and deepening of the implemented socially oriented reforms, increasing labor productivity in industrial enterprises is one of the most pressing issues today[1].

The development of industrial enterprises has a significant positive effect on economic development. Therefore, effective use of the opportunities of industrial enterprises during the implementation of new development strategies, continuous use of the achievements of scientific and technical development, improvement of

the use of labor resources are one of the most important factors of the development of industrial enterprises [2].

"In recent years, the development of the textile, sewing and knitting, leather-shoe and fur sectors of the light industry in the republic, the expansion of the types and assortment of manufactured finished products, as well as the comprehensive support of the investment and export activities of the branch enterprises. complex measures are being implemented"[3]

The main goal of the socio-economic reforms implemented in our country is to further strengthen the economic power and increase the well-being of our people. For this purpose, available reserves and opportunities are being used, in particular, high-tech and modern important industrial facilities and production capacities are being put into operation.

In fact, it is an industry that develops the economy of our country and produces goods that can compete equally in the world market. The fact that the development of this industry is growing at a stable high growth rate can be seen as a result of the consistent implementation of the industry programs for modernization, technical and technological renewal in this industry. As a result of measures taken by our government aimed at stimulating domestic demand and expanding the production of competitive industrial products, diversifying economic sectors and increasing their financial stability, the volume of production of industrial products and the share of industry in the gross domestic product (GDP) are increasing.

The rapid development of the industrial production network depends on the effective innovative activity of the enterprises operating in the network in order to achieve high results.

From this point of view, this effective activity directly depends on how the company uses its internal capabilities. These internal opportunities consist of targeted and effective use of existing labor resources, technical and financial resources. The effective use of available labor resources depends on the correct implementation of labor organization and management mechanisms.

In the current conditions, the first priority is to speed up the fundamental reform of the economic management in order to speed up the country's socio-economic development and quickly eliminate the unfavorable trends in the economy. The main directions of improvement of financial and management analysis are directly determined by the nature of economic management restructuring and the principles of its implementation. The essence of the fundamental restructuring of economic management is the transition from mainly

administrative management methods to economic methods, to management through interests, to wide democratization of management, and to strengthen the human factor by all means at all levels [4].

Many scientific research works have been carried out by scientists of the world and our country on the management of innovative activities. In particular, various aspects of management and organization of innovative activities in the international experience can be found in the works of D.Arjibudji, J.Hovels, D.Bell, Pew.Drucker, B.Lundval, N.Mazur, Ivanov, R.Fatkhuddinov and other scientists. In the works of the well-known Y. Schumpeter, mechanisms of macroeconomic models providing the concept of innovative structure of economic growth were developed. AMQadirov, Sh.N.Zaynutdinov, F.Ergashev and other scientists conducted scientific research on the development of innovation activities and management system in Uzbekistan. In particular, according to GJXasanova, "innovation activity" is not a type of activity, but a description of it. The field of innovation would not exist because any activity and any field would require innovations (e.g. knowledge, technologies, applications, approaches) to achieve an outcome characterized by high demand (e.g. social, market, defense). etc.), if it is introduced, it can be an innovation.

One of the indicators representing the efficiency of enterprises and the most important are the indicators representing labor productivity. There are several approaches to defining this indicator in different areas. Because the specific characteristics of each industry and industry require different approaches to determining this indicator. But in all cases there is one methodological approach. Its content is determined by dividing the volume of the created product (work, service) by the number of employees involved in its creation. However, the question of which indicator to take in which case and which type of the number of employees to take for the result indicator has always been a problem [5].

Labor productivity means the amount of product (work, service) produced by one employee during one unit of time (hour, shift, month, quarter, year) or spent on the production of one product unit. it is understood to be measured by a unit of time.

Labor productivity is a developing indicator. It is constantly changing under the influence of many reasons and factors. Some of them contribute to the increase of labor productivity, while others can lead to its decrease. In addition, the level and growth of labor productivity can be affected by the conditions in which the labor process takes place. If the conditions are favorable, the influence of one or another factor will be strengthened, or if unfavorable, this influence will be

weakened. For example, natural and climatic conditions have a serious impact on the results of labor in agriculture and its productivity. Social conditions related to forms of ownership of means of production, as well as conditions related to production relations, can have a serious impact on labor productivity in other equal conditions [6].

The increase in labor productivity in the enterprise is manifested as follows:

- Increase the volume of the product without changing the quality of the product created per unit of time ;
- Increase the quality without changing the volume of the product created per unit of time;
- Reduction of labor costs per unit of manufactured product;
- Reducing the share of labor costs in the cost of production;
- Reduction of product production and cycle time;

External factors include:

- changes in the variety of products and the level of their productivity due to changes in government orders and market demand and supply;
- socio-economic changes of society and regions;
- the level of labor cooperation, the supply of material and equipment, natural conditions, etc.

All factors can be divided into three groups according to their internal content and essence: material and technical, organizational and socio-economic. The material basis of increasing labor productivity is the development of science, technology and technology, and the introduction of their achievements into production. Therefore, the group of material and technical factors is usually the leading group that determines all other factors. The material and technical factors of increasing labor productivity include increasing the technical and energy supply of the workforce based on the continuous development of scientific and technical progress.

The main directions of development of science and technology in production:

- mechanization of production in connection with the transition to automation;
- increasing the capacity of machines and equipment based on increasing the level of energy supply to the workforce;
- electrification of production; creation of completely new technologies (they ensure an increase in production intensity and sharply reduce it;
- deepening the specialization of machines and equipment, etc.

Organizational factors related to the growth of labor productivity include the

organization of production at the level of enterprises, sectors and the economy as a whole. In particular, placement of enterprises in the regions of our country, establishment of transport connections both within the country and with foreign countries; specialization of enterprises and their further cooperation; material and technical, energy supply, repair services, etc., are of great importance.

All organizational factors are closely related to each other and form a single system of organization of production, labor and management. Their incomplete use, the presence of various organizational deficiencies mainly affect the use of working time. Free use of working time is the result of shortcomings in the organization of labor and production, reduces labor productivity, and reducing free use of working time ensures increased labor productivity. In the system of organizational factors, the improvement of personnel composition is important - a relative reduction in the number of management personnel and an increase in the number of workers in the total number of industrial and production workers, including the number of key workers[7].

The higher the share of workers in the total number of industrial workers, the higher the labor productivity per worker. The influence of socio-economic factors is related to the strengthening of the development of science and technology, the provision of the material basis of production (technology) and the implementation of various and, in most cases, more complex organizational activities. It does not happen by itself, but it happens only as a result of the active work of people, the driving force of this work is the interest in achieving a certain result. This, in turn, makes it possible to meet the material and spiritual needs of people who are participants in production. In addition, the participants of the production or other activity, in addition to striving to obtain the result of a certain labor activity, they must have sufficient work ability, necessary personal qualities such as business and determination, as well as be entrepreneurial and vigilant.

- receiving material and moral benefits from labor results;
- the level of qualification of employees, the quality of their professional training and general cultural and technical level;
- the level of labor discipline and labor discipline;
- development of self-management system of labor teams.

Increasing the labor productivity of workers and employees in enterprises , the following measures are recommended for the factor that ensures effective work and the necessary components that make it up .

- Mehat payment system;
- Scientific and innovative organization ;

- Higher, special secondary, general education (Specialty, direction);
- Qualification;
- Experience and skills;
- Competence, education;
- Family atmosphere (mastership, family calmness);
- Formation of organizational legal bases at the required level;
- Ecological environment;
- Organization of working conditions at the required level (in accordance with labor standards);
- Demographic factors;
- Advanced foreign experience;
- The level of provision of competitive machinery, equipment and other labor tools.

One of the main and primary tasks facing all economic entities, regardless of the form of ownership, is to ensure stable growing activity. The basis of any activity is a purposeful, scientifically and innovatively organized effective labor process.

Based on our research, it is necessary to introduce innovative management methods to increase the efficiency of the products produced in the industry. The reason is that in the conditions of today's digital economy, as a result of strong competition in the economy of Uzbekistan and its sectors, especially in the textile and sewing-knitting industry, effective use of science and technology potential is becoming more difficult [8].

The reason for this is that the market mechanism is limited in terms of the formation of innovations and the implementation of the transfer process in industries and companies.

1) lack of financial resources for the implementation of large-scale innovations by textile and sewing-knitting industry enterprises;

2) if innovations are not managed comprehensively, that is, if they are not connected with all other elements of production, they will cause serious losses for the industry and for the economy as a whole;

3) innovative projects are often subject to uncertainty. Therefore, the risk level will be high. Risk requires a change in the economic environment for the implementation of projects. Excess costs are spent to cover them;

4) the high cost of new products and services in many cases limits their mass use. This may be related to high costs during innovation adoption. The textile industry has a great role in the development of the economy of Uzbekistan, the growth of its socio-economic indicators leads not only to this sector, but also to the

increase of the country's economic potential [7]. Based on the above, improving the mechanism of innovation activity management in the textile industry is becoming the most urgent issue [8]. Therefore, as a result of our research, a model of innovative activity management in textile and sewing-knitting industry enterprises was developed.

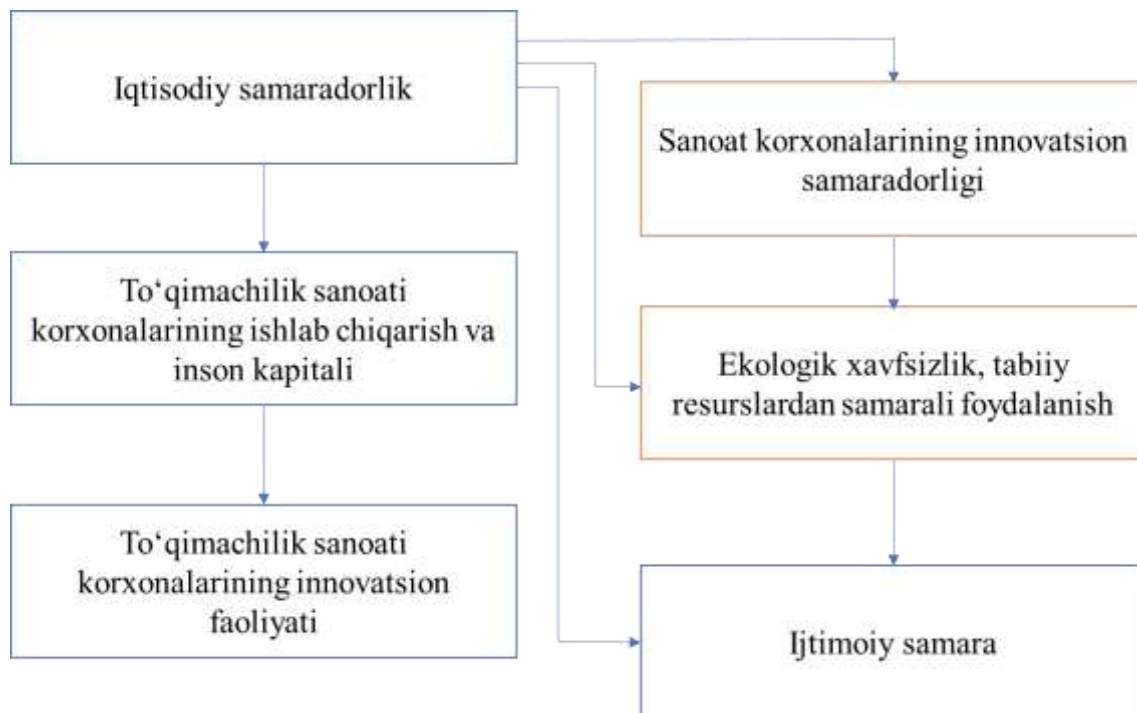


Figure 1. Models of innovative management in textile and sewing-knitting industry enterprises.

Source: development of the author.

Financing is one of the most urgent issues in the management of innovative activities in the enterprises of the textile and sewing-knitting industry. Company funds other than the state budget or foreign investments, that is, a certain part of the profit, are spent on innovation, news, inventions. According to the analysis carried out in the research work, it can be said that the work in this regard is being carried out slowly, because science and technology do not sufficiently satisfy the internal needs of enterprises. As a result, the cost of manufactured products is increasing, the prices of goods and products are rising in the market. Another key aspect of this is the decline in innovation efficiency.

In our opinion, the impact of innovative activity management methods on labor productivity in textile and sewing-knitting enterprises can be manifested in:

- Development of high technologies in sectors and industries, their effective implementation in practice;

- Increasing the quality and competitiveness of products produced in textile and sewing-knitting industrial enterprises, expanding diversification;

- Expanding the export potential of products and access to the world market, increasing production efficiency, etc.

Also, the most important socio-economic factors affecting labor productivity include:

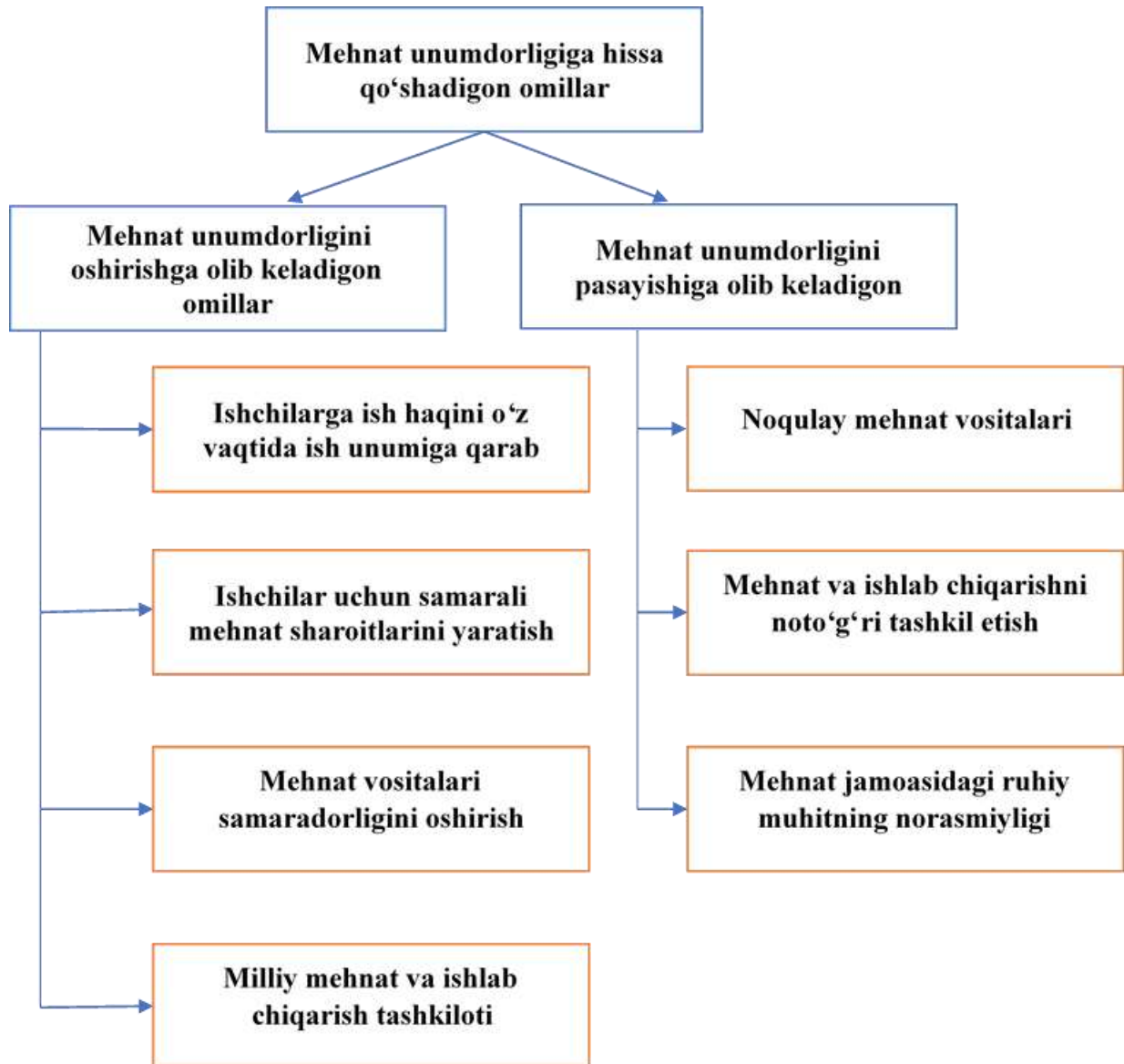


Figure 2. Ways to increase labor productivity in industrial enterprises

Source: development of the author.

As can be seen from the above diagram, the increase in labor productivity is directly dependent on the proper organization of the conditions created for the workers, the comfortable and correct working tools, as well as their organization at the level of the requirements of the current labor legislation in our country.

In conclusion, there is no need to re-emphasize the need to increase the economic efficiency of manufacturing enterprises: firstly, the market does not forgive "vacuum", inactivity, insolvency and losses, and secondly, industrial enterprises have enough resources to increase labor productivity. Without attention, workers and workers will not have prospects and will be the basis, therefore, the effective use of all types of resources and the increase of labor productivity in all parts of production is a guarantee of the economic efficiency of every enterprise.

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