

**INNOVATIVE DEVELOPMENT AND IMPROVEMENT OF MANAGEMENT OF
INDUSTRIAL ENTERPRISES**

<https://doi.org/10.5281/zenodo.11397631>

Hamidova Shahzoda Odiljanovna

Andijan Mechanical Engineering Institute. Trainee teacher.

INTRODUCTION

In the state policy aimed at ensuring the sustainability of economic growth in the countries of the world in the digital economy, priority is given to the creation of new consumer values through the introduction of innovative projects into the practice of industrial enterprise management, ensuring the production efficiency of industrial enterprises, their financial stability, as well as improving the global competitiveness of sectors of the national economy and the index of innovative development.

Industrial enterprises are engaged in innovative activities in order to increase competitiveness and adapt to new market needs. Innovative activity is a systematic process of introducing innovations of a technical, technological, organizational, economic and socio-economic nature, determining new economic results leading to an increase in their role and importance due to fierce competition caused by globalization.

Measures are being implemented to introduce innovative technologies into the industry of the republic, improve highly effective product quality control and management systems using modern innovative tools of the digital economy.

MATERIALS AND METHODS

Issues of research on the problems of innovative personnel management in innovative companies B.Tricker, M.Weber, I.Ansoff, P.Doyle, D.Collis, S.Montgomery, L.Edwinson, S.Melun, R.Kaplan, D.Norton, D.Johnson, K.He was deeply researched in the scientific works of foreign economists such as Scholes.

Formation, features of innovation management at industrial enterprises by CIS economists, economic and legal issues of personnel management at enterprises V.V.Avdeev, A.M.Babashkina, Y.T.Bazarov, L.V.Volkov, P.V.Zhuravlev, L.V.Kartashova, I.A.Kokorev, V.M.Kolpakov, E.B.Morgunov, I.I.Mazur, D.M.Mikhailov, I.N.Gerchikova, M.D.Kruk, M.V.To a certain extent, it has been studied in the scientific research of Dokuchaev et al. Theoretical and methodological foundations for improving the competitiveness of the national economy of Uzbekistan, improving the theoretical and practical aspects of personnel management at enterprises, as well as organizing the activities of textile industry enterprises, leading light industries S.S.Gulyamov, K.X.Abdurakhmanov, M.A.A. Sh. Bekmurodov, M. A. Makhkamova, A. Sh. Bekmurodov.R.Boltabaev, S.I.Otazhonov, I.Y.Umarov, N.Q.Y. Ldoshev, D.N.Rakhimova, A.E. This was reflected in the research of Razikov, U.S. Yusupov and a number of other

scientists. At the same time, the main factor determining the choice of the direction of innovative development is the desire to meet the needs of the market by implementing measures to ensure that the enterprise achieves the appropriate quality conditions.

The main means of achieving market leadership are innovations in the technical and technological field. At the same time, the main differences are in the level of novelty of innovations, the characteristics of the initiators of innovative development, the sequence of introduction of commodity and technological innovations. However, a common feature of the approaches is the conceptual orientation of the strategy in relation to the technological aspect of innovation.

RESULTS

Obviously, there are no "standard" models of strategic innovative development. In the works of individual researchers, one can find "well-known" criteria for choosing an innovative development strategy, which include: the rate of renewal and expansion of the company's fixed assets, the degree of development of new markets, the degree of creation of innovative products, the rate of increase in innovation financing, the availability of a research base, the growth rate of production and profits.[2] Well-known differences are manifested in approaches to the choice of goals and specific objects of research (national, regional economic systems, industrial complexes), the relationship of economic resources. Igor Ansoff considers "equilibrium" as a set of strategic elements in which the success of an economic entity is achieved on the basis of an optimal ratio of "costs, income, time". From the point of view of strategic planning, the researcher considers balance as ensuring continuous growth and profitability of the organization by improving the consistency of the life cycles of demand and technology.[1] In the Large Explanatory Dictionary of the Russian language, S.A.Kuznetsov argues that the concept of "equilibrium" is interpreted as "the ratio of conditional parts, elements that ensure the normal existence and functioning of something" [6]. V.M.According to Ryabov, balance is a balanced development of all structural elements of the enterprise, ensuring the solution of the tasks assigned to the enterprise [4]. R.Kaplan and D. Norton understand balance as a balance between financial and non-financial success indicators, between internal and external components of an organization, between lagging and outperforming indicators.

DISCUSSION

The researchers also emphasize the static, dynamic and structural aspects of equilibrium. A.Y.Egorov and A.V.Selsko justified the role of the criterion of balance of innovation strategy in ensuring the process of economic growth and innovative development of economic entities and the economy of the country as a whole [3].

M.According to Saidov, innovation is characterized primarily by the effectiveness of investments in economic development, it represents the replacement of existing equipment and technologies of the previous generation with more efficient, environmentally friendly and resource-saving means of production. Innovative activity (innovation) is the process of creating competitive types of products (goods) based on new

production technologies. This process includes work from the emergence of an idea, the definition and realization of its purpose to the organization of production, the production of a product, its implementation and obtaining an economic effect [6].

In our opinion, the innovative development of industrial enterprises is a qualitative change in the methods of organization and management of production processes, based on the active introduction of advanced achievements of scientific and technological progress, scientific developments using the capabilities of the digital economy. Consequently, innovative development contributes to the formation of an innovative technological structure and the production of competitive products that meet the needs of society.

Recently, the availability of certain scientific potential and the introduction of incentive measures for the development of domestic enterprises have led to an improvement in the business climate, but the effectiveness of innovative activities of industrial enterprises remains low.

The innovative development of a country is determined by the intensity of the processes of development and implementation of innovations by individual enterprises that make up the entire economy. At the same time, the industrial sector occupies an important place in the innovative development of the state. The independence of any state, its economic and political independence directly depend on the level of industrial development. The industry is the main branch of the national economy and accelerates the development of other sectors of the economy. Increasing the pace of innovation in the field of industrial production and shortening the life cycle of products manufactured on this basis is one of the most important trends in modern development [5]. Based on the experience of developed countries such as the USA, Japan, Germany, Great Britain, France, as well as the newly industrialized countries of Southeast Asia and China, GDP growth of 75-90% is achieved due to the innovative activity of industrial enterprises.

For Uzbekistan, increasing the innovative activity of industrial enterprises is the most important strategic task, the solution of which depends not only on the dynamics of the main economic indicators characterizing the development of the country, but also on the transformation of the country's economy into a global economic system. Increasing the innovative activity of industrial enterprises requires the implementation of measures aimed at creating the necessary conditions for the support and development of innovative processes. Today, many tools are used to stimulate innovative development. Such tools include, in particular, budget subsidies (creation of funds, implementation of targeted programs, launch of projects by state-owned companies) and the creation of innovative infrastructure (for example, technoparks, innovation incubators and special economic zones).

CONCLUSION

In order to achieve high results of innovative development comparable to the parameters of developed countries, there are often cases of "blind copying" of foreign

theoretical and practical foundations both at the state level and at the level of individual industrial enterprises, and the specifics are rarely taken into account. The existing experience of innovative development of world leaders, which made it possible to formulate an effective strategy for innovative development and develop approaches to its implementation, is formed as a result of many years of purposeful efforts, creation and implementation of the necessary base.

In this regard, it is advisable to develop a model of innovative development of industrial enterprises in our country aimed at achieving the goals set as a solution, taking into account the real state of the economy and its specifics, the level of development of domestic enterprises, as well as factors directly and indirectly influencing the trajectory of innovative development at the micro, meso and macro levels.

LIST OF USED LITERATURE:

1. Decree of the President of the Republic of Uzbekistan "On approval of the Strategy of innovative development of the Republic of Uzbekistan for 2019-2021" No.PF-5544 dated 09/21/2018. <https://lex.uz/ru/docs/3913188Sh.M>. Mirziyoyev. <https://www.gazeta.uz/ru/2021/08/17/renaissance/>

2. Mirziyoyev Sh.M. Letter of appeal to the Oliy Majlis [https://uza.uz/uz/posts/zbekiston-respublikasi-prezidenti-shavkat-mirziyeevning-oliy-25-01-2020Abdulkarimov B.A Enterprise economy. - T.: "Science" 2015 year.](https://uza.uz/uz/posts/zbekiston-respublikasi-prezidenti-shavkat-mirziyeevning-oliy-25-01-2020Abdulkarimov B.A Enterprise economy. - T.:)

3. Kochneva, A.K. Innovative industrialization as a modern form of implementation of the industrial policy of the state 2016. – № 3 (43). – P. 21

4. Hamidova Shahzoda Odiljanovna. (2023). WAYS TO IMPROVE THE EFFICIENCY OF THE MANAGEMENT OF LABOR RESOURCES IN ENTERPRISES. INNOVATIVE DEVELOPMENTS AND RESEARCH IN EDUCATION, 2(19), 99–101. Retrieved from <https://interonconf.org/index.php/idre/article/view/6221>

5. Hamidova Shahzoda Odiljanovna. (2024). IMPACT OF INNOVATIVE ACTIVITY MANAGEMENT METHODS ON LABOR PRODUCTIVITY IN TEXTILE AND SEWING-KNITTING INDUSTRY ENTERPRISES. <https://farspublishers.com/index.php/fars/article/view/328>

6. Bo'stonova , N., & Ismoilov , S. (2023). O'ZBEKISTONDA INNOVATSION TADBIRKORLIKNI RIVOJLANTIRISH YO`NALISHLARI. Conference on Digital Innovation : "Modern Problems and Solutions". извлечено от <https://fer-teach.uz/index.php/codimpas/article/view/2204>