
Analysis of the State of the Organization of Management Work in the Joint Venture of BEST COLOR TEXTILE Limited Liability Company

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Abstract: The effectiveness of any business structure largely depends on the management decisions made and the organization of managerial work in it. In this article, the author made an attempt to reveal the main criteria for managerial work, made an analysis of the economic performance of the company "BEST COLOR TEXTILE" LLC.

Key words: Managerial work, management efficiency, heuristic work, administrative work, economic performance indicators.

INTRODUCTION

The modern development of society shows that the successful operation of an organization largely depends on skillful and competent leadership. In turn, it must be remembered that any organization is a single entity and if the work of the manager himself is not properly organized, then he will not be able to work effectively, which will undoubtedly affect the work of the entire organization. If the manager does not plan and properly organize his work, this will lead to loss of working time, unnecessary overstrain and, ultimately, will affect the quality of management.

The relevance of this topic is determined, first of all, by the ongoing development of a market economy, which in turn requires a restructuring of not only the forms and methods of management, but also the thinking of all categories of workers involved in the enterprise management process. A fundamental reform of management is required not only at the national economic level, but also in the main link of the economy - the enterprise. The transition to the market is also impossible without the creation of a new management mechanism at the enterprise level, which ensures both its stability and flexibility, its susceptibility to changes in market conditions and various innovations.

Results. The tasks of analyzing the financial situation of the joint venture of "BEST COLOR TEXTILE" limited liability company: the implementation of the financial plan, the correct or incorrect distribution of funds and their correct or incorrect use, from determining whether the farm is provided with its own funds, compliance with the established plans and accounting discipline. It consists in studying the use of bank loans, the ability to pay the economy, and the circulation of working capital.

Analyzing the socio-economic activity of the joint venture "BEST COLOR TEXTILE" limited liability company is a complex and consistent activity. The main content of the economic analysis is to find opportunities and to determine the ways of their effective use in order to increase efficiency in farms, its branches and structural departments using economic laws.

When we analyzed the main technical and economic indicators of the joint venture "BEST COLOR TEXTILE" limited liability company, we found that the income from the sale of products increased (Table 1).

The table analyzes the main technical and economic indicators of the joint venture "BEST COLOR TEXTILE" limited liability company, and we can conclude as follows.

Analyses. In 2022, the income from the sale of products in the enterprise amounted to 2748768 thousand soums and increased by 1840975 thousand soums or 3 times compared to the previous year. The average annual value of the working capital of the enterprise in 2022 compared to 2020 increased by 246,781 thousand soums or 3 times.

Table 1 Analysis of the main technical and economic indicators of the joint venture "BEST COLOR TEXTILE" limited liability company

№	Indicator name	Unit of measure	2020 y	2021 y	2022 y	In 2022 compared to 2020	
						Absolute (+,-)	Relative (%)
1	Revenue from product sales	thousand soums	907793,0	1959852,0	2748768	1840975	3 times
2	Cost of goods sold	thousand soums	734297,0	1433985,0	1924742	1190445	2,6 times
3	The number of employees on the list	person	124	140	160	36	129,0
4	- workers	person	112	125	140	28	125,0
5	- other employees	person	12	15	20	8	133,3
	Annual salary fund of workers	thousand soums	3951970,6	4908100,0	7806602	3854631,4	197,5
6	- workers	thousand soums	3569520,7	4382230,2	6126442	2556921,3	171,6
	- other employees	thousand soums	382440,9	525860,8	1680160	1297719,1	4,3 times
8	Average annual cost of working capital	thousand soums	246781,0	431588,0	754245,0	507464	3 times
9	Average annual productivity of one worker	thousand soums	7320,9	13998,9	17179,8	9858,9	2,3 times
10	Average productivity per worker	thousand soums	8105,2	15678,8	19634,0	11528,8	2,4 times
11	Profitability of household activities	thousand soums	45120,0	95050,0	122334	77214	2,7 times
12	Taxes	thousand soums	8140,0	18520,0	22625	14485	2,7 times
13	Net profit	thousand soums	256980	376530	488140	231160	189,9
14	Rate of return	%	34,9	26,8	25,3	19,6	
15	Accounts receivable	thousand soums	1979,10	12331,10	14878,6	12899,5	7,5 times
16	Accounts payable	thousand soums	21905,40	28532,40	32445,2	10539,8	148,1

When analyzing the efficiency of the use of working capital, it is necessary to calculate the indicators that describe them, compare these indicators with the data of the previous year, the current year, determine and calculate the influence of various factors on the difference of these indicators (Table 2).

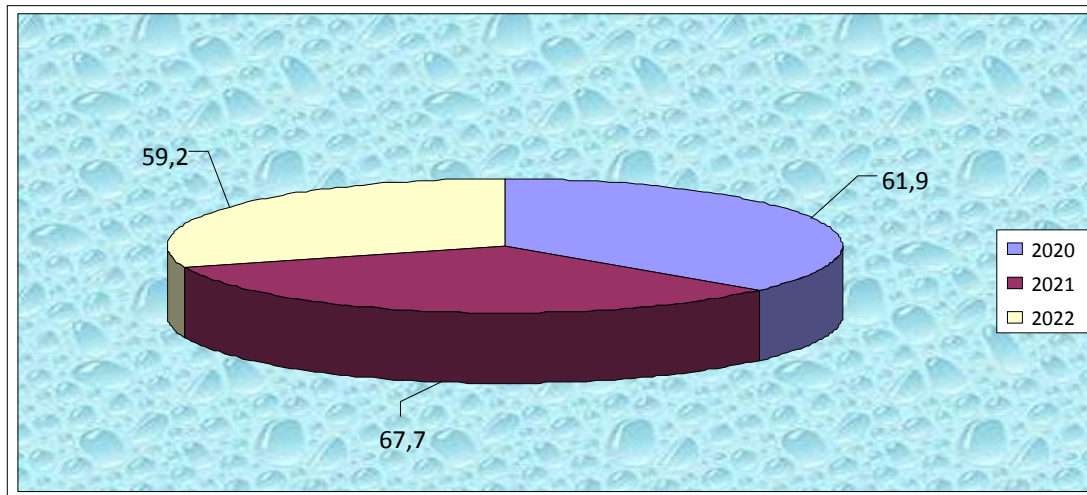
Table 2 Analysis of factors affecting the profitability of working capital of the joint venture "BEST COLOR TEXTILE" limited liability company

№	Indicators	Unit of measure	2020 y	2021 y	2022 y	In 2022 compared to 2020	
						Difference (+:-)	%
1	Net profit	thousand soums	256980	376530	488140	231160	189,9
2	Gross profit	thousand soums	414960,0	555867,0	824026	409066	198,6
3	Revenue from product sales	thousand soums	907793,0	1959852,0	2748768	1840975	3 марта
4	Average annual value of working capital	thousand soums	246781,0	431588,0	754245,0	507464	3 марта
5	Contribution of net profit to gross income (1kx100:2k)	%	61,9	67,7	59,2	-22,36	95,6
6	Rate of return (2kx100:4k)	%	127,6	128,7	109,2	-18,3	85,6
7	Working capital efficiency (3k:4k)	soum	3,67	4,54	3,2	-0,13	87,1
8	Profitability of working capital	%	14,9	17,7	14,2	-0,7	95,3

As can be seen from the information presented in the table, according to the results of the analysis of the profitability of the working capital of the enterprise in 2020-2022, the net profit of the enterprise changed from year to year, that is, in 2020 it was 256,980 thousand soums, in 2021 it was 376,530 thousand soums, and in 2022 it was 488,140 thousand soums. If we compare these indicators, this year it has increased by 231,160 thousand soums or by 4.4% compared to last year. The value of the working capital of the enterprise was 246,781 thousand soums in 2020, 431,588 thousand soums in 2021, and 754,245,000 soums by 2022. Compared to last year, 507,464 thousand soums decreased or increased 3 times.

The amount of revenue from product sales has changed from year to year. In 2022, compared to 2020, 1,840,975 thousand more products were sold or increased by 3 times, the share of net profit in gross income decreased by 4.4% in 2022. The level of income was 127.6% in 2020, and 109.2% in 2022. Compared to last year, it decreased by 14.4%.

Working capital efficiency decreased by 12.9% in 2022 compared to 2020. The profitability of working capital was 14.9% in 2020, and in 2022 this figure was 14.2%. Compared to 2020, it decreased by 4.7%.



1 - diagram. Contribution of the net profit of the "BEST COLOR TEXTILE" LLC joint venture to the gross income

Based on the diagram, we can see the dynamics of economic growth in the enterprise over the last three years. Profitability indicator is one of the main indicators of enterprise performance evaluation. Profitability characterizes the level of profitability of the enterprise. Usually several types of it are calculated. It can be determined directly by the form of property, on the basis of the occurrence of income, on the units that affect the change in profit, on the independent units (Table 3).

Table 3 Profitability analysis of the joint venture "BEST COLOR TEXTILE" limited liability company

№	Indicators	Unit of measure	2020 y	2021 y	2022 y	The difference (+/-)
1	Revenue from product sales	thousand soums	907793,0	1959852,0	2748768	1840975
2	Production costs	thousand soums	592833	1403985	1924752	1331919
3	Profit from sale	thousand soums	314960	555867	824026	509066
4	Net profit	thousand soums	256980	376530	488140	231160
5	Average annual value of working capital	thousand soums	246781,0	431588,0	754245,0	507464
6	Enterprise property	million soums	24678,1	41267,9	46168	21489,9
7	Own funds	thousand soums	277270	1273550	1461420	1184150
8	Loan funds	thousand soums	21905,40	28532,40	32415	10509,6
9	Product profitability	%	43,3	26,8	25,3	-18,0
10	Profitability of working capital	%	10,4	8,7	6,4	-4

As can be seen from the table, we can see that the income from the sale of products was 907793.0 thousand soums in 2020, 1959852.0 thousand soums in 2021, and 2748768.0 thousand soums in 2022. The reason for this can be explained by the sharp increase in the volume of production and the proper implementation of marketing research in the enterprise.

As can be seen from the table, when we analyzed the profitability of the enterprise in 2020-2022, the net profit of the enterprise changed from year to year, that is, in 2020 it was 256,980 thousand soums, in 2021 it was 376,530 thousand soums, and in 2022 this figure was 488,140 thousand soums. If we compare these indicators, the net profit this year has increased by 231,160 thousand soums compared to last year. The average annual value of the working capital of the enterprise increased by 507,464 thousand soums compared to last year.

The total property of the enterprise in 2020 is 24678.1 mln. soums, and in 2021 41,267.9 mln. soums, and in 2022 46168 million. amounted to soums. This indicates that this indicator has increased by 21,489.9 thousand soums compared to last year. The change of own funds from year to year amounted to 27,727 thousand soums in 2020, 1,273,550 thousand soums in 2021, and 1,461,420 soums in 2022. Loan funds in 2020 amounted to 21,905.4 thousand soums, and in 2022 they amounted to 32,415 soums.

4 – table Analysis of the profitability of production funds of the joint venture "BEST COLOR TEXTILE" limited liability company

№	Indicators	Unit of measure	2020 y.	2021 y.	2022 y.	2022 compared to 2020 in %
1.	Revenue from product sales		907793,0	1959852,0	2748768	3 марта
2.	Production cost of goods sold	thousand soums	734297,0	1433985,0	1924742	2,6 марта
3.	Profit from the product sold		314960	555867	824026	2,6 марта
4.	Net profit	thousand soums	256980	376530	488140	231160
5.	The average annual residual value of the main production funds		14129442	16432672	19425868	137,4
6.	Profitability of production funds	thousand soums	1,8	2,3	2,5	-

Product profitability was 43.3% in 2020, but it was 25.3% in 2022 or decreased by 5.71.

The strategy of the company's activity in recent years serves to further fill the consumer market and increase people's well-being. The analysis of socio-economic indicators of the enterprise shows that the enterprise was able to create new jobs thanks to the large-scale modernization works carried out in the enterprise.

The main tasks of the analysis of the profitability of production funds of "BEST COLOR TEXTILE" limited liability company are as follows: to identify and study the main factors affecting the level of profitability, to search for opportunities to increase profitability and to develop measures for their use (Table 4).

As can be seen from the data presented in the table, the average annual residual value of the main production funds of the enterprise was 14129442 thousand soums in 2020, and in 2022 this indicator was 19425868 thousand soums, an increase of 37.4%. The profitability of production funds was 1.8 percent in 2020, and 2.5 percent in 2022.

When we analyzed the number of employees and the ratio of the joint venture "BEST COLOR TEXTILE" limited liability company, we found that the number of engineering and technical employees increased (Table 5).

Table 5 Analysis of the number of employees and the ratio of the joint venture "BEST COLOR TEXTILE" limited liability company

№	Employees	2020		2021		2022	
		Person	%	Person	%	person	%
1.	Key production personnel	112	90,4	125	89,3	140	87,5
2.	Support production staff	5	4,0	7	5,0	10	6,3
3.	Engineering and technical staff	3	2,4	3	2,1	4	2,5
4.	Administrative staff	4	3,2	5	3,6	6	3,7
	Total	124	100	140	100	160	100

The number of main production employees in the joint venture "BEST COLOR TEXTILE" limited liability company was 112 people in 2020, 125 people in 2021, and 140 people in 2022. This indicator was 82% in 2020, 81.4% in 2020, and 80.9% in 2021.

The number of auxiliary production workers was 5 people in 2020, 7 people in 2021 and 10 people in 2022. This indicator was 4.0% in 2020, 5.0% in 2021, and 6.3% in 2022 in relation to the total number of employees.

The number of engineering and technical staff was 3 people in 2020, 3 people in 2021 and 4 people in 2022. This indicator was 2.4% in 2020, 2.1% in 2020, and 2.56% in 2022 in relation to the total number of employees. All these indicators show that the activity of the joint venture is in a positive state and that the management of labor resources is well established, the number of employees is increasing year by year, and it indicates that the management system in the society is carried out in a democratic spirit.

Table 6 Analysis of the state of unemployment of workers at the joint venture of the limited liability company "BEST COLOR TEXTILE"

Indicators	2020 y.	2021 y.	2022 y.	2022 compared to 2020 in % (+;-).
The total number of employees is total, people	124	140	160	117,7
Number of employees hired during the year, person	14	30	32	2,3 марта
Number of workers dismissed during the year, person	11	14	12	109,0
Recruitment turnover, %	11,2	21,4	20,0	+8,8
Dismissal turnover, %	8,87	10,0	7,5	-1,37
Dissatisfaction coefficient	0,088	0,1	0,075	85,2

With the help of personnel management technologies, activities such as the desire and ability of the employee to perform duties, the efficiency of his activity, the compliance of his work, professional and personal qualities with certain requirements, planning and managing the movement of the employee in the ranks of the service, training, retraining, their evaluation, selection and selection of employees is done. In this case, the analysis of staff shortages is important.

When we analyzed the dissatisfaction of workers at the joint venture of "BEST COLOR TEXTILE" limited liability company, we found that the coefficient of dissatisfaction decreased (Table 6).

The data presented in the table show that in 2022, compared to 2020, the number of workers hired during the year increased by 2.3 times, and the number of workers dismissed during the year increased by 9.0%. If in 2020 the hiring turnover was 11.2%, the firing turnover was 8.87% and the dissatisfaction ratio was 0.088, then in 2022 the hiring turnover was 20.0%, the firing turnover was 7.5% and the dissatisfaction coefficient was 0.075.

Discussion

In short, if there is a large shortage of personnel in enterprises, then there will be additional costs associated with the search for new labor, providing guidance and mastering the work. In the case of high unemployment, the amount of payment for work done during non-working hours increases, the production of unusable products and downtime increases, the level of illness and injury in production increases, early disability begins. All this increases the costs associated with the employee, increases the cost of the product and reduces its competitiveness.

In addition to the increase in the number of employees in the joint venture of "BEST COLOR TEXTILE" limited liability company, it is also possible to observe that the dissatisfaction coefficient of employees has decreased. This shows the need to improve working conditions in the joint venture, to motivate employees, to create the necessary conditions for them, and to pay more attention.

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