
STEPS IN DESIGNING A SMALL BUSINESS SUPPLY CHAIN

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Abstract: The main goal of the design, development and implementation of the supply chain(TZ)for small business entities operating in our country is to increase the efficiency of their activities and ensure the reliability of economic and financial results.

Keywords: Small business, business entities, identification, education hain, educational chain technologies, competence.

Introduction

Supply Chain Design and Small Business Entities The main purpose of implementation in practice is their activity increase efficiency and economic and financial results is to ensure reliability. In this case, in our country provision for small business entities operating following the design, development and implementation of the chain(TZ). It is proposed to be implemented in stages:

1. Identifying the main links of TZ: Business at this stage the main one that plays an important role in the logistics activity of the subject positions (joints) must also carry out activities in these joints specializations and job duties are determined and is identified. Managers of various fields, sales specialists, financiers, engineers and technicians are such specialists and others can be considered.
2. Evaluation of the competence (ability) of members and employees: each knowledge, skills, qualifications of employees of one main link (department). educational requirements are developed and based. In this "soft" skills such as communication and leadership, and special also consider "hard" skills such as knowledge or study and work experience should be released
3. Training (training) and development: At this stage, employees training them to develop the necessary skills and competencies, retraining and development programs are developed. This stage also includes the organization of various trainings and courses, coaching, mentor-apprenticeship and other forms of training can also be included.
4. Succession planning: At this stage, each major A succession plan is developed for the position. Potential at this stage replacement candidates are identified, training and re-training of future employees a training program is developed and a reserve of talented employees is formed.
5. Regular updating: In order for a small business entity to be ready for any changes in the market, it is necessary to constantly update, improve and conduct regular analysis of the supply chain.

Regular monitoring of employee competence and, if necessary, changes are made to succession plans and it is updated.

6. Studying employee feedback and motivation: in order to increase the appreciation of employees and increase their mobility, they should be trained to give feedback, take into account, analyze and motivate their opinion. The work carried out at this stage will help to retain talented employees and increase the efficiency of their work.

Implementation of supply chain design and supply chain management TZM (Supply Chain Management-SCM) system in enterprises of our country is characterized by its own characteristics. The TZM (SCM) system designed for small business entities of Uzbekistan consists of the following elements (links)

It is recommended to develop in the content:

1. Suppliers - identification of enterprises and organizations cooperating with the business entity in the supply of necessary raw materials, material resources, goods or services. In order to determine the optimal composition of suppliers, it is necessary to evaluate suppliers and develop a strategy for selecting the most suitable among them. Procurement process-procurement procedures and identifying processes, including assessing needs, selecting carriers, negotiating prices and terms, concluding contracts, and monitoring deliveries.

2. Logistics-material from suppliers to consumers delivery of resources or services or development of a supply chain channel. In this case, the functions of management and monitoring of processes such as storage, transportation, packaging and monitoring of cargo movement are complex is considered

3. Inventory management - business (production or service to determine the optimal (acceptable) reserve level to ensure the continuity of display). Development of a system for forming orders and monitoring their fulfillment to prevent excess or shortage of goods.

4. Quality control - development of a quality control system to verify that delivered goods or services meet established standards. This includes quality control at the production stage, acceptance tests or supplier audits

5. Communication with customers-quality of delivery, services establishing effective communication (communication) with customers in order to assess the level of satisfaction and think about their improvement. Establishing such communication helps maintain long-term relationships with customers and attract new ones.

The designed structure of small business TZM should be flexible to changes in the enterprise and external environment. In order to ensure the effectiveness and competitiveness of TZM, it is required to regularly analyze and optimize it.

The conducted studies show the presence of certain problems and difficulties in the process of designing and implementing the TZM system in the small business of our country. They are as follows:

1. The strength of competition - small businesses usually operate in market segments with high competition, that is, in this segment there is a sufficiently large number of enterprises offering the same or similar products or services

2. Limited financial resources of small business entities. In many cases, small business entities have limited financial resources. This situation makes it difficult to create and develop a TZM system.

3. Lack of management experience. Small business managers and owners do not have enough experience in creating and developing a TZM system. Because of this, TZ participants may be incorrectly selected and placed, or communication between them may be ineffective.

4. The variability of customer needs, that is, the needs of customers change over time, and the TZM system of a small business ceases to be attractive to the target audience.

5. Existence of technical problems, i.e. limited or non-existent ability of small business to adopt new technologies.

6. Inadequate understanding of the market, i.e. small business management teams may not have an adequate understanding of the market and customer needs, which makes it difficult to develop and develop an effective TZM system.

7. The lack of visibility of small businesses in the market due to limited opportunities of small businesses to attract the attention of customers compared to large businesses or lack of advertising budget.

8. In small enterprises, experienced employees, like funds limited resources make it difficult to develop and implement an effective TZM system.

Solving these problems requires deep analysis of the market, design and development of TZM system as a modern logistics strategy, training of employees and development of TZM system requires the use of innovative approaches.

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