
Methodological Foundations of the Use of Human Resources in the Activities of Small Business Entities

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Annotation: The article provides analytical feedback on the methodological foundations of the use of human resources in the activities of small business entities. Data on the processes of effective use of human resources in the activities of small business entities, their methodological foundations and their impact on the development of small businesses have also been cited. In addition, the share of small businesses in the economy of our country and the person in it

Key words: Economic forecast, human resources, Small Business, Production, human capital, enterprise, market economy, modern economy.

Introduction: the methodological foundations of the use of human resources in the activities of small business entities in a short period in our country allow the creation of an economic space and environment by putting many tasks before the field of study. It is an important task to study the result of the use expressed in ensuring stable profit, solvency and competitiveness as an inherently most important task of assessing the resource base of a single enterprise.

Also, as the main tasks, it is necessary to regularly monitor and study the use of certain types of resources by the enterprise, its purpose is to assess the level of efficiency of certain areas of activity, determine the strengths and weaknesses of activities, determine the rationality of setting specific goals of the company's activities, in addition, determine the possibility of correcting them when, justifying the selection of certain combinations of resources to achieve the set goals, combines in itself the skills of economic analysis of the tools and management methods used in the context of the efficiency of spending the resource base.

In the era of globalization, the process of using labor in assessing the use of human resources in the activities of small business entities of each Economic Area and territory is aimed at studying the following issues. The category of these issues includes analyzing the number of employees, its composition and level of qualifications, studying the possibilities of improving professional skills, checking information on the effectiveness of Working Time Use, studying the dynamics, forms and causes of labor movement, as well as analyzing the implementation of the established labor discipline, studying the impact of the number of employees on production indicators, as well

It can be said that the main task of studying the use of Labor is to identify all the factors that prevent the increase in the productivity of labor activity, lead to the loss of working time and a decrease in wages. In this regard, the assessment of the effectiveness of human resources is carried out in the following important areas: providing the organization with the necessary personnel, determining the dynamics and directions of the labor force movement, increasing labor productivity indicators.

LITERATURE ANALYSIS:

The economic scientific sources published by our scientists do not provide definitions for the concept of "business environment", but there are close opinions on it. For Example, B.Yu. Khadiyev, M.S.Kasimova, A.N. Economists such as Samadov note that "there must be a certain

working environment for the effective conduct of entrepreneurial activity." According to their reasoning "...the entrepreneurial environment is largely the result of the interconnection of the following four factors: legal, political, social and economic". E. from Russian economists. Bikova, B. Zhikharevich, N. Simionova, N. Yu. Nikitina, S. M. Korunov, A. A. Yashin, I. D. Many tutorials and scientific articles have been published on the development of the environment of small business and entrepreneurial activity of the likes of Oparin. The use of statistical, operational and other reporting documents containing various information about employees of the enterprise as sources of information for small business development for analysis serves as a primary factor in the development of the correct assessment and methodological foundations of the effectiveness of human resources. Employees of the organization are assessed by quantitative indicators, for which the salary fund, average salary and number of employees are calculated. In addition to quantitative indicators, qualitative indicators are also studied, which characterize the composition of the professional qualifications, education, gender and age of employees. This makes it possible to study the composition of employees in the process, as well as analyze the effect of using this type of resource. The analysis of personnel composition is carried out according to each individual unit and a separate criterion (for example, work experience or qualification level). Similarly, the analysis compares the indicators selected as a result with the level of labor productivity in a particular department. In increasing the efficiency of human resources in the activities of small business entities, labor productivity is studied primarily through the level of performance of labor productivity tasks, the development of reserves for increasing labor productivity indicators and measures for their use, factors affecting changes in performance. Taking into account the conditions of modern economic development, an important role is played by constant monitoring of changes in the indicators of employee use, for which a multicomponent assessment is used.

RESEARCH METHODOLOGY

In the context of a market economy, today, taking into account the interdependence and interdependence of firms and industries, the possibility of combining and replenishing production on the basis of technological chains, the conduct of an effective investment policy by a firm implies not only compliance with the listed investment principles, but also the comprehensive use of them in entrepreneurial activities. The construction of the considered indicators of the effectiveness of the use of resources by the firm requires an important information base. Accounting at enterprises requires the correct maintenance of financial statements, which are concentrated in analytical materials, balances. Through this, it serves to form an orderly management of human resources as well as a process of use.

Through this, the number of small business entities in the Republic of Uzbekistan as of July 1, 2022 is currently 13.9 units per 1000 inhabitants.

The fact that in January-August 2022, 25 of the newly formed small business entities were formed by small enterprises, 3,825 by microfirms also shows how large the role of small business types in the sphere of industry is. The volume of retail trade turnover of small business and private business entities according to statistical estimates is 11,304.2 billion. making up the sum, we can see an increase of 10.0% compared to the corresponding period of 2020. At the provincial level, the sector's share in total retail trade turnover was 79.2%.

The development of forms of ownership in the context of market relations requires the development of the activities of a wide range of free commodity producers, small business entities and a layer of entrepreneurs. Therefore, small business and private entrepreneurship should occupy the most advanced positions in the structures of the economy.

Also, in January-December 2019, the highest number of small business entities (per 1000 inhabitants, units) was 28.8 units in Tashkent, 18.1 units in Navoi region, 17.9 units in Sirdarya region, 15.6 units in Jizzakh region, 14.9 units in Tashkent and Bukhara regions, 12.2 units in Fergana region. Surkhandarya region has 8.3 units, which remains the lowest. Assessment of the general economic situation by small enterprises and microfirms operating in the IV quarter of

2022 if we analyze the state of the main indicators of small entrepreneurship in our country in January-December 2022, the number of small enterprises and microfirms operating in 2020 amounted to 262930, this figure was 334767 by 2022. In this we can see that compared to 2020, the number of small entrepreneurs increased to 71,837 in 2022. If we analyze the shares of small entrepreneurship, the share of small entrepreneurship in the gross domestic product of our country was 60.4 percent in 2020, then this figure was 65.5 percent in 2022 .

The volume of production of the most industrial products by region is 39586.7 billion. som, Tashkent 14892.8 crore. sum, Samarkand 8527.0 crore. Soum, Fergana 8490.2 crore. sum and Andijan 7058.3 crore. the sum corresponds to the contribution of the provinces. Surkhandarya region received Rs 2,331.5 crore. the volume of production of SOM industrial products remains the lowest .

Analysis of the survey by the criteria of the general economic situation (favorable, Satisfactory, Unsatisfactory) expressed by small enterprises and microfirms operating mainly in this year: 14,187 small enterprises and microfirms took part in this survey. Of these, 4,854 (34.2%) assessed the economic situation as favorable. 8,543 (60.2%) assessed the economic situation as satisfactory.[6] the remaining 790 (5.6 %)entities assessed the economic situation as unsatisfactory. Of the 4,854 subjects who assessed the economic situation as favorable, 1,448 (29.8 %)had Trade direction, 961 (19.8 %)had industrial direction, and 555 (11.4 %)had construction sector contribution. The highest share of small-scale entrepreneurship in total industrial output in the cross section of Regions is 73.9% of Namangan region, Tashkent City. 67.4 %, Jizzakh region 66.5 %, Samarkand region 53.8 %, Surkhandarya region 53.0 %, Syrdarya region 47.2 %, Fergana region 43.6 %, Khorezm region 36.3 %, Bukhara region 32.1%, Tashkent region 27.6%. In the Navoi region, the share of 12.9% small entrepreneurship was found to be the lowest.

ANALYSIS RESULTS:

In our opinion, in order to ensure the continuation of the reforms carried out in the conditions of liberalization of the economy, as well as to improve the mechanisms of private ownership, increase production efficiency, improve the management system, relying on the experience of developed countries, it is advisable to strengthen the restructuring processes. The result of our research shows that with the processes of competitiveness and restructuring, the processes of human resource use in the activities of small business entities are inextricably linked categories. That is, restructuring means a comprehensive restructuring, improvement of the efficiency of the activities of the network, enterprise, firm, small business entities.[7]

The methodology for the use of human resources in small business entities is aimed at specific goals, which can be broadly divided into three groups: – organizational restructuring, in which the network, enterprise, firm improve the management system in order to get out of various unpleasant situations in the activities of small business entities, change production directions, divide into various small market-adaptable areas, etc.k.

- financial restructuring, that is, the effective use of financial resources, the identification of new financial resources, the strengthening of bank credit and investment attraction, etc.k.;
- functional restructuring, this type of restructuring involves a huge number of problems, that is, the provision of raw materials in the activities of the network, small business entities, technological processes, labor productivity, increasing production efficiency, etc.

In small business and entrepreneurship, there are different models in enhancing the processes of competitiveness and restructuring.

For example: in industrialized countries, competitiveness is largely determined by the level of efficiency. In it, mainly high-tech national standard of living will be provided.

In developing countries, the opposite is true, and its main strategy is to ensure a relatively low standard of living in the country, taking advantage of the priority advantages of competitiveness.

In particular, there are also several subjective factors that reverse the competitiveness of small businesses and restructuring processes in Uzbekistan, including the following, which can be cited as an example.

CONCLUSIONS: In the conditions of modernizing today's economy, special attention is paid to enterprises engaged in small business and private entrepreneurship in our republic, this process requires new innovations and initiative, and it is possible to ensure economic development only on these grounds (by saving resources and producing quality finished products). To do this, enterprises engaged in small business and private entrepreneurial activities should pay special attention to the introduction into production of the latest innovations achieved in science and technology.

An extremely important issue is the organization and development of entrepreneurship and private business, which consists in establishing fundamental changes in the structural structure of our economy at the stages of economic reforms of our country. To accomplish this goal, a number of economic reforms were carried out, major institutional frameworks were created to enhance its role. These include legal and regulatory documents that establish and guarantee entrepreneurial activity, non-governmental organizations that support entrepreneurs, enterprises. In a word, the establishment of a complex of private enterprises and small business enterprises in Uzbekistan is becoming successful.

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