

ISSUES OF ENHANCING THE EFFICIENCY OF INNOVATIVE MANAGEMENT  
IN THE TEXTILE AND GARMENT ENTERPRISES IN UZBEKISTAN

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**Abstract:** This article outlines ten strategies to achieve these goals, with a focus on the unique context of Uzbekistan.

**Keywords:** enterprise efficiency, productivity and efficiency, innovative management, human capital. The textile and garment industry of Uzbekistan is a significant component of the country's economic growth and is a supplier of competitive products in the international market. Innovative management strategies play an important role in increasing the efficiency of enterprises in this sector. This involves the analysis of approaches such as automation of production processes, implementation of digital technologies, increasing energy efficiency, and improving the skills of employees. These innovative methods serve to enhance the competitiveness of enterprises, reduce production costs, and improve quality. Our aim is to inform readers about advanced management strategies and encourage their application in practice. Innovative management in textile and garment enterprises is the process of transforming a new idea about a product, business process, marketing, technology, materials, and components for a world, country, or specific region into a commercial project with the goal of optimizing and obtaining maximum benefit [1]. This occurs within the overall strategy of the business system and its associated risks. Innovative management is the final result of creative activity embodied in a new or improved product or technology that can be practically applied and meets certain needs. In other words, innovation is the implementation of new ideas and knowledge aimed at meeting specific consumer needs. Several issues may arise in the innovative management process in textile and garment enterprises. Resource insufficiency: Financial, human, and time resources necessary for implementing innovations may be insufficient [2]. Lack of resources can make it difficult to develop innovative ideas. Employee training: Skilled employees are essential for innovative management. Problems can arise if training programs are not organized to enhance their knowledge and skills. Resistance to change: There may be employees within the enterprise who resist change. Implementing new innovations can be challenging as employees may find it difficult to break old habits. Market research deficiency: Conducting thorough market research and studying competitors before producing innovative products or services is crucial. Lack of sufficient market study can lead to the failure of ideas. Lack of innovation culture: An environment that supports and encourages innovation within the enterprise is necessary. Otherwise, employees may hesitate to come up with innovative ideas. Technological changes: The need to update technological infrastructure for implementing innovations. Adapting to rapidly changing technologies and utilizing them can be difficult. Lack of clear goals and strategies: Clear goals and strategies are needed for implementing innovations. Their absence can make the innovative process disorganized and unclear. Integration and collaboration issues: Establishing collaboration with other organizations, research centers, or universities is necessary in the innovation process. However, organizing such collaborations can be difficult. Addressing these issues requires enterprises to develop innovative management strategies, train and incentivize employees, conduct thorough market research, and foster an innovation culture. Financial resource insufficiency: Innovative projects often require significant financial investments[3]. Financial constraints can make it challenging to implement new ideas. Employee resistance to change: When changes are introduced in an enterprise, it is important that employees

are ready to adapt their skills and work practices. Resistance to change can be an obstacle in the innovation process. Organizational structure mismatch: If the organizational structure of the enterprise does not support innovative activities, processes can become complicated. Mismatched structures can reduce collaboration and internal communication. Lack of innovation culture: An environment that supports innovation within the enterprise is necessary. Lack of encouragement for innovative thinking and failure to create an environment that fosters interest among employees can be problematic. Technological infrastructure renewal difficulties: Adapting to rapidly changing technologies and updating old technologies can be challenging, hindering innovation processes. Project management uncertainties: Clarity of goals and effectiveness of project management methods are important in innovation processes. Uncertainties in management can lead to wasted time and resources. Lack of collaboration in implementing innovative ideas with other organizations, research institutes, universities, and other companies can create challenges. Without effective collaboration, developing innovations can be difficult. Supporting policies that back the textile industry and cooperating with government agencies to create a favorable business environment is essential. Participation in industry forums and associations helps companies stay informed about advanced practices and trends[4]. Collaborating with policymakers can contribute to the development of a supportive regulatory framework that aids innovations and growth in the textile sector. This collaboration can facilitate access to funding and resources for research and development initiatives, further enhancing the competitiveness of the industry.

**In conclusion**, the textile and garment industry in Uzbekistan has a rich history and significant potential for development. As the global market evolves, companies in the textile and garment sector will begin to adopt a systematic approach to managing innovations to enhance efficiency. Successfully implementing innovations step by step allows meeting customer and market needs. Implementing innovations requires a high level of creativity, teamwork, and openness. Through this process, enterprises can become more successful and competitive. Applying innovative management methods is crucial to increase productivity and competitiveness. Based on the theoretical study of issues related to the efficiency of innovative management in textile and garment enterprises, we consider the following actions to be appropriate:

Investing in research and development: To stay ahead in the competitive textile market, it is very important to invest in scientific research and development to create innovative products[5]. Improving workforce qualifications: Any textile enterprise's effective operation requires a skilled workforce. Implementing regular training programs helps employees stay informed about the latest technologies and management practices. Optimizing supply chain management: Strengthening relations with local suppliers can significantly reduce delivery times and costs. Fostering an innovation culture: Creating an environment that encourages employees to share innovative ideas is essential for continuous improvement. Companies can create platforms for employees to provide suggestions and solutions to operational issues. Enhancing quality assurance: Implementing comprehensive quality management systems is important to ensure product consistency and meet customer demands. By establishing standardized processes and protocols, textile enterprises can minimize defects and improve overall product quality.

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