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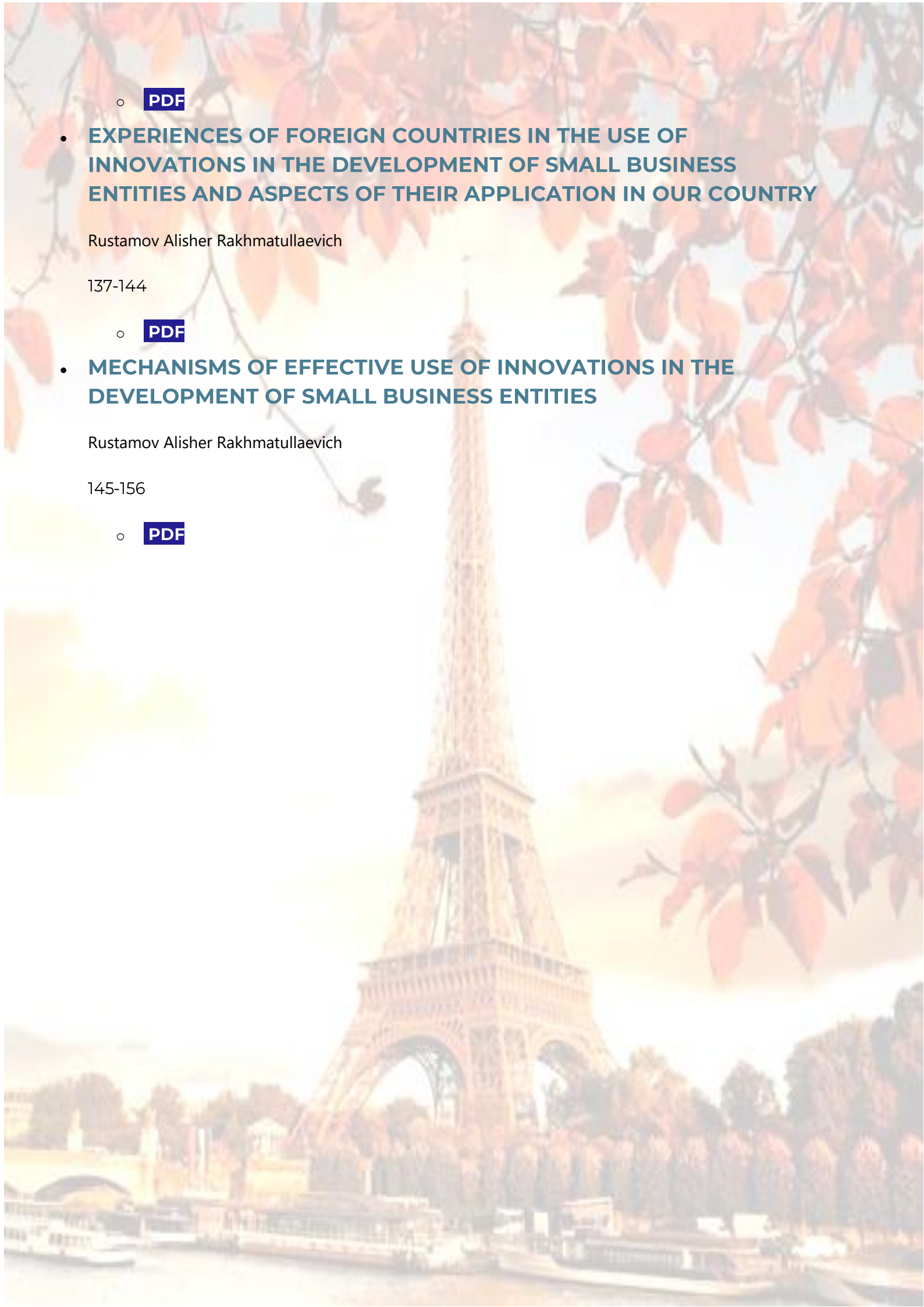
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- **MECHANISMS OF EFFECTIVE USE OF INNOVATIONS IN THE DEVELOPMENT OF SMALL BUSINESS ENTITIES**

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COMPARISON OF THE EXPRESSION OF SEXUAL DEVELOPMENT AND ITS DELAY
IN ADOLESCENT GIRLS IN DIFFERENT REGIONS



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Abstract. *Clinical signs of mental retardation are accompanied by physical development disorders: a decrease in BMI and deviations in the formation of the skeletal system. With an increase in the deficiency of sexual development, the frequency of the nomothetic body type decreases, and disproportions in the development of the chest and bone pelvis increase. In adolescents with mental retardation against the background of signs of sexual infantilism, the following secondary menstrual disorders are detected: secondary amenorrhea - in 22.9%, opsomenorrhea - 43.1%, long-term (more than two years), menstrual cycles are established - 34.0%, of which accompanied by juvenile bleeding - 9.2%. According to the developed prognostic scale of risk factors for mental retardation in girls, the most important are a decrease in BMI, later menarche in the mother or close relatives, and chronic stressful situations. Calculation of an individual risk index makes it possible to predict the likelihood of developing a disease in the prepubertal and early puberty periods and to determine the necessary therapeutic and preventive measures.*

Key words: *delayed sexual development, adolescent girls, ovarian failure.*

Preserving the health of adolescent girls is considered a promising contribution to the reproductive, intellectual, economic and social reserve of society [14,15]. According to the Law of the Republic of Uzbekistan No. 528 dated 11.03.2019. "On the protection of the reproductive health of citizens", today much attention is paid to the health of adolescent girls, since they are the successors of the country's national gene pool [2,3,9,10,17]. Life plans depend on the state of health in adolescence, including professional orientation, the desire for social development, the creation of a family, the birth of full-fledged offspring [6,8,12]. The reproductive health of the younger generation is in the focus of attention of scientists around the world and is one of the priority areas in the Republic of Uzbekistan, where 40% of the population are children and adolescents [1,4,5,7,11,13,16].

The purpose of the study was to compare the severity of sexual development and its delay in adolescent girls from different regions of our Republic.

Materials and research methods. To determine the frequency and prevalence of mental retardation among adolescent girls from different regions of the Republic of Uzbekistan, as well as to determine its role in the structure of sexual development disorders, we examined 85 students of schools and specialized colleges aged 13-18 years in the Khorezm region and Tashkent region.

The main indicators of physical development (height, body weight, chest circumference, pelvic dimensions), the degree of development of secondary sexual characteristics, the size of the uterus and ovaries according to ultrasound data in age dynamics were studied.

Research results. BMI in patients with STRT indicates a smaller weight shield: at 14, 17 and 18 years, this indicator is identical to the BMI of girls with normal sexual development; in the

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subgroups of 15 and 16 year old girls it was 18.48 ± 0.57 versus 20.01 ± 0.2 and 19.31 ± 0.54 versus 21.55 ± 0.22 $P < 0.05$).

An analysis of the results of the study showed that almost 1/3 of the surveyed adolescents have certain deviations in puberty. Thus, $7.6 \pm 1.6\%$ of the examined girls had signs of mental retardation of the 1st degree (lag in sexual development by 2-2.9 years) in the Khorezm region, and $6.0 \pm 0.9\%$ of the surveyed girls in the Tashkent region. DSD II degree (lag in sexual development by 2.9-4 years) in the Khorezm region was determined in $3.04 \pm 0.5\%$, in the Tashkent region - in $2.2 \pm 0.5\%$ of the examined girls. DSD III degree (lag in sexual development for more than 4 years) in adolescent girls of these regions, respectively, was detected in $2.1 \pm 0.4\%$ and $1.6 \pm 0.4\%$ of cases.

The age of menarche indicates the achievement of a certain degree of puberty of the female body and marks the start of the cyclic activity of the pituitary-ovarian system. The average age of the onset of menstruation in girls determined by us had a significant difference: in the Khorezm region, the average age of menarche was 13.7 ± 0.09 years and in the Tashkent region - 12.8 ± 0.1 years. The average age in the regions as a whole was 13.5 ± 0.07 years.

When studying the dynamics of growth by age groups, natural differences were revealed in the compared groups. The increase in growth in sprouts with normal sexual development at the age of 13 to 16 years was 3.9 cm. the difference in height at the same age was 8.2 cm, with II degree mental retardation - 14.2 cm. cm, in girls with STPS - 5.7 cm. The difference in height between girls with mental retardation and sprouts with normal sexual development at the age of 13-15 years differs by the age of 17-18 years, slightly ahead of those with DSD II st.

The body weight indicator is characterized by its significant decrease in the group of girls with mental retardation of all these forms in all age subgroups: the average weight of girls with normal sexual development at the age of 13 is 45.01 ± 0.58 kg; - 4 ± 0.77 kg, DSD II st. - 36.32 ± 1.27 kg ($P < 0.05$). The difference in body weight of adolescent girls of the studied groups by the age of 18 is less pronounced (DSD II stage - 5 ± 5.68 kg; DSD III stage - 51.44 ± 2.86 kg; DSD - 52.15 ± 3.17 kg), however, it was significantly reduced in relation to the control group (19 ± 0.6 kg, $P < 0.05$).

So, in girls with normal sexual development, the ratio of body types normosthenic: asthenic: infantile: intersex was - 62.9% : 20.4% : 2.8% : 13.9%.

In adolescent girls with DSD I st. this ratio was: 45.35% : 29.4% : 22.7% : 2.5%.

In girls with DSD II Art. - 36.6% : 15.9% : 39.0% : 8.5%.

Patients with DSD III Art. had the following ratio of morphotypes: 32.7% : 18.2% : 43.6% : 5.5%.

Finally, in girls with DSD, the ratio of body types was: 54.2% : 29.2% : 5.1% : 10.4%.

As can be seen from the above data, with an increase in the deficiency of sexual development, the ratio of body types changes towards a decrease in the frequency of normosthenic and a significant increase in the infantile body type (43.6% with DSD III). The maximum percentage of asthenics was found among girls with DSD I st. (29.4%) and patients with DSD ($29.2\% >$). A decrease in the number of girls with an intersex body type in relation to the group with normal sexual development was determined in all the studied groups, and the decrease in the frequency of this morphotype did not depend on the severity of the pathology.

The results of anthropometric studies revealed various deviations in the



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indicators of physical development in girls, depending on the degree of mental retardation and the form of the disease. Analysis of the above data allows us to conclude that adolescent girls with signs of mental retardation have a body weight deficit, regardless of the severity of the pathology and age. Growth retardation, observed at the age of 13-16, is leveled by the age of 17 with DSD of II and III degrees. With an increase in the deficiency of sexual development, the frequency of the normosthenic type of physique decreases, a decrease in the circumference of the chest is observed, and the physiological development of the bone pelvis is disturbed. The physical development of girls with DSD is characterized by the least deviations in the formation of the skeletal system.

Score of sexual development in DSD I-III st. represented by the severity of axillary (Ax), pubic (P) hair growth, as well as the degree of development of the mammary glands (Ma). The total score of these indicators in the I degree of mental retardation at the age of 13 to 16 years varies from 1.89 ± 0.04 to 4.67 ± 0.86 , which corresponds to a lag in the sexual development of girls with normal puberty by 2-2.9 of the year. In case of II degree mental retardation at the age of 13 to 18 years, BDP changes from 0.7 ± 0.13 to 5.25 ± 2.03 , which corresponds to a lag in sexual development by 2.9-4 years and with III stage mental retardation. BDP at the age of 14 to 18 increases from 1.32 ± 0.12 to 3.64 ± 0.61 , which indicates a lag in sexual development by more than 4 years.

DSD, in addition to the lag in the development of secondary sexual characteristics, is characterized by the presence of menstrual function, which determines a higher total BPD in adolescent girls of this study group. As can be seen from the figure, at the age of 14, in girls with mental retardation, BDS is 6.11 ± 0.98 , while girls with normal sexual development in this age subgroup have BDS equal to 9.61 ± 0.22 ($P < 0.05$). By the age of 18, the total score for the development of secondary sexual characteristics and menstrual function in girls with mental retardation was 9.16 ± 1.32 , in the control group of 18-year-olds - 11.59 ± 0.09 ($P < 0.05$).

Secondary violations of menstrual function against the background of signs of sexual infantilism are clinical signs of mental retardation. Among the girls examined by us, secondary amenorrhea was detected in 22.9%, opsomenorrhea - 43.1%, long-term unsettled menstrual cycles (more than two years) - 34.0%, of which accompanied by juvenile bleeding - 9.2%.

The results of anthropometry and assessment of sexual development were compared with the data of ultrasound scanning of the uterus and ovaries, which made it possible to identify hypoplasia of the uterus and ovaries of varying severity in 26.4% of those examined with SPMS with normal development of their secondary sexual characteristics.

As it turned out clearly, a decrease in the size of the uterus and ovaries in the examined patients, depending on the degree of mental retardation. The lowest degree of uterine hypoplasia was determined in patients with STRT, however, the difference with similar parameters of girls in the control group was significant in all age subgroups, except for 14-year-old girls ($P < 0.05$). The dynamic increase in the length of the body of the uterus at the age of 14-18 years in these comparison groups was 3.8 and 6.5 mm. The maximum increase in the longitudinal dimensions of the uterus in patients with mental retardation and adolescent girls with normal sexual development was found at the age of 13 to 16 years: with mental retardation I st. - 10.5 mm, with DSD II stage - 13 mm, in the control group - 7.8 mm.

The smallest dimensions of the ovaries were determined in patients with grade III mental retardation, and the age dynamics in this clinical group is also minimal: the increase in the

longitudinal size of the ovary at the age of 14-18 years was 0.96 mm. Adolescents with mental retardation had the closest ovarian sizes to the normative indicators.

However, in this sample, more than half of the patients had small cystic ovarian transformation, which is an indirect indicator of anovulatory menstrual cycles against the background of follicular atresia.

Conclusions. A comparative assessment of the characteristics of the sexual development of girls with mental retardation revealed a deficiency of sexual development of varying degrees, which manifests itself depending on the degree and form of the disease. Ultrasound examination of the pelvic organs is a diagnostic method that allows you to identify signs of sexual infantilism in erased forms of pathology, accompanied by normal severity of secondary sexual characteristics.

Thus, we have established ambiguous rates of puberty and a high frequency of sexual development disorders in adolescent girls and in various regions of the Republic. The most frequently detected pathology in the structure of disorders of sexual development is delayed puberty with a predominance of erased forms of pathology (ZPR I stage), which amounted to 19.5% in the Khorezm region and 13.0% in the Tashkent region.

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ENCEPHALOPATHY REMAINS A CURRENT PROBLEM IN MEDICINE

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Abstract. *Prevention and treatment of cerebrovascular diseases remain one of the most urgent and unresolved issues in clinical neurology. First of all, this concerns dyscirculatory encephalopathy, the relevance of which is due to the prevalence of the disease and polymorphic clinical manifestations. Dizziness, headache, memory loss, fatigue, sleep disturbance - this is not a complete list of initial symptoms that reduce the quality of life of a person, make it difficult to adapt to increased psycho-emotional and physical stress, making it impossible or difficult to continue professional activities.*

Key words: *encephalopathy, magnetic resonance imaging, cerebrovascular disorders.*

Vascular diseases of the brain in clinical neurology are rightfully considered the number one problem, which is explained by high levels of morbidity and mortality, long-term disability [1, 13]. Over the past decade, there has been a significant increase in the number of vascular diseases of the brain in young and middle-aged people, which are difficult to objectify in the early stages, and effectively treat in the later stages [5, 9, 16].

It is generally accepted that the frequency of dyscirculatory disorders in the vertebrobasilar system is 25-30% of all cerebrovascular disorders and about 70% of transient disorders [6, 17].

Not so long ago, the only diagnostic tool of a neuropathologist was a neurological hammer, which complements the ability to analyze and compare the symptoms of the disease, and carefully collect an anamnesis. In recent decades, the diagnostic capabilities of such imaging methods as radiography and complex ultrasound diagnostics have increased significantly. Great importance in the diagnosis of dyscirculatory encephalopathies is currently attached to modern methods of neuroimaging , primarily X-ray computed tomography and magnetic resonance imaging. More than half of the observations during computed tomography and especially magnetic resonance imaging studies reveal changes in the brain tissue, usually corresponding to the existing clinical symptoms. A timely and correct diagnosis contributes significantly to adequate treatment of the disease and provides a favorable prognosis [15, 16].

The use of magnetic resonance imaging in clinical practice has a relatively short history - since the 80s of the last century. But at present, magnetic resonance imaging is developing rapidly and offers the widest opportunities for diagnosing various aspects of cerebrovascular pathology [5, 9]. The diagnostic capabilities of MRI are determined by the set of performed examination modes, which is largely related to the magnetic field strength of the tomograph and its software. In the early stages of the development of MRI, slow scanning modes were used, but in the 90s, the arsenal of possible MRI modes expanded significantly due to the development of methods for controlling tissue contrast by suppressing the signal from certain tissue components, such as water or fat, and the introduction of fast pulse sequences, which made it possible to in particular, to obtain high-resolution MRI images in a short time [2, 4, 12, 19].

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Currently, opinions about the use of high-field magnetic resonance imaging are ambiguous. On the one hand, devices with a medium and low magnetic field differ from high-field systems in compactness and economy with satisfactory image quality, on the other hand, in some clinical situations, in particular when it comes to topical diagnostics, low- and medium-field magnetic resonance imaging is not enough. informative [8, 14, 18].

At the same time, various variants of MR angiography were developed and material was accumulated on the diagnostic capabilities of these research methods, especially in cerebrovascular diseases [6, 10, 13, 16]. In general, the current level of development of magnetic resonance diagnostics contributes to the successful solution of most diagnostic problems in cerebrovascular diseases. The use of modern programs for analyzing the results of magnetic resonance imaging in the dynamics of treatment allows you to control the course of structural changes in the area of damage, which opens up new opportunities in choosing the most appropriate methods of therapeutic intervention and in monitoring the effectiveness of methods for correcting cerebrovascular accidents [1, 3, 7, 11].

Thus, the analysis of current literature data indicates that magnetic resonance imaging plays an important role in the diagnosis of discirculatory encephalopathy. At the same time, the significance of MRI in the complex of methods of clinical and radiological diagnostics of the stages of DE has not been studied enough.

Encephalopathy is a group of diseases, a syndrome that is associated with degenerative changes in brain tissues. It manifests itself against the background of other disorders in the state of the body and affects both adults and children.

Some chronic illnesses or other ailments can lead to poor blood supply and oxygen supply to the brain cells. For this reason, dystrophy of the tissues of this organ occurs, which leads to the death of neurons.

The development of encephalopathy can be prevented, even if all the prerequisites for its occurrence have already appeared.

here are two types of classification of this disease - by the nature of the appearance and by its cause.

Kinds: doctors distinguish between congenital and acquired encephalopathy. The first occurs against the background of an abnormal course of pregnancy or childbirth and, often, develops even during the stay of the fetus in the womb. Its signs are detected immediately after childbirth or appear in the first weeks of life. Diagnosis and treatment of this condition are carried out by neonatologists and pediatricians.

Acquired encephalopathy occurs in adulthood. It is divided into several types depending on the cause of neuronal death:

post-traumatic: occurs against the background of a traumatic brain injury; often, it develops within a few years after it and often leads to severe mental disorders;

- toxic: associated with acute or chronic poisoning of the body with alcohol, poisons, drugs, medicines, salts of heavy metals, etc.; often, within this type, alcoholic encephalopathy is isolated separately;

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- metabolic: associated with metabolic disorders in the body; distinguish the following subtypes of pathology:
 - * hepatic: occurs when the liver or biliary tract is damaged;
 - * uremic: associated with impaired kidney function;
 - * diabetic: is one of the frequent complications of diabetes mellitus, occurs against the background of a persistent disturbance of microcirculation and an increase in blood viscosity;
 - * anoxic: develops after a clinical death and is associated with oxygen starvation of the brain with the subsequent development of a "metabolic storm";
 - * Gaye-Wernicke syndrome: encephalopathy caused by vitamin B1 deficiency;
 - * pancreatic: is a complication of inflammation of the pancreas;
 - * hypoglycemic: occurs against the background of a sharp decrease in blood glucose;
- dyscirculatory: associated with impaired blood circulation in the vessels of the brain; There are several forms of pathology:
 - * atherosclerotic: develops due to atherosclerosis and thickening of the walls of blood vessels;
 - * hypertensive: associated with a persistent increase in blood pressure;
 - * venous: occurs due to a violation of the venous outflow of blood.

Depending on the rate of development of the process, acute and chronic encephalopathy is distinguished. The first can develop within a few days or hours, more often occurs against the background of severe intoxication, trauma, and an infectious process. The chronic process can proceed for years and decades.

The nature of the disease can be:

- Congenital
- Acquired

The first type is manifested in newborns and can be diagnosed during pregnancy or in the first week after childbirth.

In adolescents and adults, this disease is acquired. And in this case, it can manifest itself for the following reasons:

- Violations in vessels and blood supply
- Pathological and atypical changes in brain tissues (discirculatory), which are divided into types:
 - * Venous
 - * Atherosclerotic
 - * Hypertensive
 - * Mixed
- Traumatic
- Alcoholic
- Toxic
- Beam

Stages of the disease

In modern medicine, there are four stages of encephalopathy:

- Initial
- Moderate
- Pronounced
- Heavy

In the first case, there may be no symptoms. In the second - they are not always obvious and characters. In the third, the symptoms manifest themselves much more strongly and increase as the condition worsens. At the last stage, there is a serious damage to the brain tissue.

Degrees

The boundaries between the severity of encephalopathy are arbitrary, but for convenience, doctors use the following classification:

- Grade 1: there are no clinical signs, a detailed examination reveals mild changes in brain structures;
- Grade 2: symptoms of encephalopathy are mild or moderate, often temporary;
- Grade 3: severe, irreversible changes, accompanied by severe symptoms, the patient becomes disabled.

Causes and symptoms

The appearance of encephalopathy is associated with impaired blood flow and supply of oxygen to brain tissues against the background of other pathologies and problems in the life of the body.

The reasons for this condition are:

Damage to nerve cells can occur against the background of exposure to various pathological factors.

- past trauma;
- acute or chronic intoxication with salts of heavy metals, drugs, alcohol;
- circulatory disorders (atherosclerosis, arterial hypertension, amyloidosis, etc.);
- infectious diseases (diphtheria, botulism, tetanus and others);

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- violations of the liver or kidneys, accompanied by the accumulation of toxins in the blood;
- disorders of glucose metabolism;
- lack of vitamins (especially group B);
- water retention, lack of sodium in the blood and edema provoked by this;
- immunodeficiency states;
- exposure to ionizing radiation;
- hypoxia: insufficient supply of oxygen to brain cells
- Atherosclerotic changes in the vessels (in this case, their walls become denser, and various plaques appear on them)
- Jaundice or other serious infectious disease that produces and does not dispose of excessive amounts of bilirubin
- Oxygen deprivation for a long time due to problems with pressure, interruption of breathing and other
- In congenital form - the mother during pregnancy certain drugs, harmful substances (alcohol, nicotine)
- Cardiopulmonary failure (most often seen in older patients)
- Diabetes
- Constant use of toxic substances and alcohol
- Too low blood sugar, poor nutrition
- Brain tumor
- Irradiation
- Very frequently changing intracranial pressure
- Regular stress
- Hereditary diseases - cardiovascular, neurodegenerative

Many of these disorders can be identified when a doctor orders an MRI of the brain for encephalopathy.

Symptoms of the disease

Signs of encephaloptia depend on the location of the focus of destruction, as well as the degree of development of the disease. Most often, patients and their relatives experience the following symptoms:

- headache: can capture the entire head or concentrate in its individual parts; intensity depends on the degree of damage and gradually increases; pain is poorly relieved by taking analgesics;
- dizziness: occurs sporadically, accompanied by a loss of orientation in space; often a person is forced to wait out this condition in bed, since the slightest movement enhances the symptom; the condition is often accompanied by persistent nausea and vomiting;
- impairment of cognitive functions: a gradual decrease in the ability to think adequately is a characteristic sign of encephalopathy; a person gradually becomes forgetful, distracted, poorly concentrates on a specific process and hardly switches between different activities;
- emotional and behavioral disorders: a person has difficulty controlling his emotions, becomes irritable, tearful, quickly excited; as the disease progresses, apathy, depression and complete unwillingness to do anything occur;
- increase or decrease in muscle tone; often accompanied by hyperkinesis (trembling in the limbs, obsessive movements, etc.);
- decreased vision and hearing;
- increased weather sensitivity.

In some patients, behavioral disorders predominate, while others cease to control their bodies normally; in others, it is mainly the sense organs that suffer. In severe cases, a person requires constant care and supervision of others.

Suspicion of encephalopathy of one nature or another occurs in the following cases:

- Prolonged depression, anxiety, manic
- Weakness, disability
- Slow reaction time, memory problems, cognitive impairment
- Spasms, pains, dizziness
- Violations of the motor activity of the limbs
- Manifestation of mental illness
- Impaired vision or hearing

At the last stage, it is possible to fall into a coma, paralysis, as well as a heart attack and stroke.

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Safety, painlessness and non-invasiveness - the integrity of the skin is not violated, X-ray radiation is not used

- The possibility of detecting the disease at the very first stage, in the absence of symptoms and other signs
- The examination takes place from different sides, the tomogram includes several slice images, but the patient does not need to move or turn over
- This study can be carried out repeatedly to track the results of treatment or surgery, the dynamics of the course of the disease without harming the body
- The result is recorded on electronic media and printed, and the speed of its appearance is no more than an hour from the moment of the procedure

Unlike some other methods, MRI can be used to diagnose pregnant women (but not recommended during the first trimester)

Since this method is based on the phenomenon of magnetic resonance, there are some contraindications for its use:

- The presence of heart valves, pacemakers and similar devices that interact with the magnetic field
- Installed electronic devices in certain parts of the body (such as prosthetic ears)
- The presence in the body of metal implants or fragments

For devices of the closed type, the patient's weight should be no more than 130 kilograms, and the girth should be up to 120 centimeters

- For patients with a severe phobia of closed space, being in the tube of the device will also be difficult
- It is difficult for mentally ill patients to be still for a long time
- In the first trimester of pregnancy (if life and health do not depend on this study), this method is not used
- If examination with contrast is required, the patient must not be allergic to its components.
- The presence of severe pain that prevents you from lying still on your back

In all other cases, MRI analysis can be performed.

The presence of open type devices due to their open design on the sides makes it possible to conduct magnetic resonance imaging for people with claustrophobia and high weight (up to 200 kilograms, body diameter is unimportant). It also helps to conduct such an examination for children, the elderly and patients with mental disabilities due to the possibility of monitoring the process.

Anesthesia can be used on a standard tunnel machine for restless or fearful patients.

Complications

Complications of encephalopathy are associated with severe and irreversible brain damage and represent the ultimate degree of observed symptoms:

- loss of ability to self-service due to motor or cognitive impairment;
- dementia: loss of knowledge and skills up to the complete collapse of the personality;

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- loss of vision and hearing;
- severe mental disorders;
- convulsions;
- disorders of consciousness: stupor, coma;
- fatal outcome.

Conclusions.

1. The basis of the differential diagnosis of the stages of discirculatory encephalopathy according to the data of clinical and radiological examination is complex criteria, including characteristic complaints, diffuse neurological symptoms or distinct dominant syndromes, signs of lipid and carbohydrate metabolism disorders, structural changes in the brain substance in the form of cerebral atrophy, leukoaraiosis, focal changes in the substance of the brain, as well as signs of atherosclerotic lesions of intracranial arteries of varying severity.
2. Magnetic resonance imaging is an effective method for detecting foci of gliosis and leukoaraiosis in the substance of the brain, allows you to study the state of intracranial arteries, evaluate the ventricular system and subarachnoid space in three orthogonal projections. The overall accuracy of the method in diagnosing the stages of discirculatory encephalopathy was 90.2%.
3. The method for evaluating the results of magnetic resonance imaging should include a qualitative study of structural changes in the brain and a quantitative analysis of the area of areas of change in signal intensity, the size of the ventricular system of the brain, cerebroventricular indices, and the diameters of intracranial arteries.
4. Stage I discirculatory encephalopathy is characterized by polymorphism of complaints, the absence of focal neurological symptoms, a slight increase in the tone of the cerebral vessels, an increase in peripheral resistance, difficulty in arterial and venous outflow, moderate hydrocephalus, single small foci of dystrophy of the brain substance and initial atherosclerotic changes in the intracranial arteries.
5. Discirculatory encephalopathy stage II is characterized by complaints of an asthenic nature, scattered neurological symptoms, combined with a decrease in the linear velocity of blood flow through the cerebral and vertebral arteries, an increase in the tone of cerebral vessels and difficulty in blood flow through them, the presence of multiple small and single large ischemic foci, a tendency to expand the ventricular system of the brain, the presence of small areas of leukoaraiosis, as well as uneven narrowing of the intracranial arteries.
6. Diagnostic criteria for stage III discirculatory encephalopathy are gross focal neurological syndromes - pseudobulbar, parkinsonian, amnesic, pronounced changes in intracranial arteries, a significant deterioration in blood flow through them, multiple areas of change in the intensity of the signal from the brain substance, including confluent ones, in combination with the presence of mixed hydrocephalus.

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FORMING THE QUALITIES OF RESPONSIBILITY AND INITIATIVE IN FUTURE TEACHERS

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Annotation. *In the article, the process of development of responsibility and initiative is characterized by the functioning of an integrative upbringing and educational system, which reflects the new meaningful reality of socio-pedagogical design.*

Keywords: *responsibility, initiative, development, future teachers, activity, formation, motivation.*

An analysis of regulatory documents (qualification requirements for a specialist, state requirements for a minimum content and level of training of graduates of various specialties) shows that the responsibility and initiative of a specialist is seen as an important requirement at each new stage in the development of our society.

A theoretical analysis of studies on the problem of responsibility and initiative of the individual, carried out taking into account the psychological, pedagogical and social patterns of purposeful development of the individual in the educational environment of the university, shows that in the university the system of organizing educational work in the primary team should be primarily aimed at the process of developing responsibility and initiatives of the future specialist based on the activities and relations of students with the team.

Responsibility and initiative acts as a core socio-moral and basic professionally important quality that leads to the development of other socio-communicative, business and managerial qualities of a future specialist. It is formed primarily in the joint activity of the primary team, which unites all participants and positively motivates the proper actions of everyone, sets a system of personal values and targets for a socially positive perception of a professionally significant future as essential for each of them personally.

In structural and psychological terms, responsibility and initiative are characterized by the result of the integration of all mental functions of the individual. Such a multifaceted and multifaceted concept of professional culture also implies its multi-vector consideration in terms of the level of development of the leading mental functions of the individual, as well as self-realization in activity. The process of developing responsibility and initiative of the individual is directly related to the formation of the leading properties of the individual in joint activities and interaction in a group, where responsibility and initiative develop and form in the process of including the subject of professional culture in social relations .

From the point of view of social ethics, the interdependent relationship of responsibility and initiative acts as a basic moral category of behavior that determines the normal functioning of society

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and man. It includes moral consciousness and principles of moral behavior in a given society from the standpoint of accepting existing norms as traditionally correct and directly organizing everyday and labor, collective and individual human life in society.

Responsibility and initiative of a student at a university involves understanding the essence of his duties as a student and as a future specialist (the content of academic duties, professional norms of behavior and activity, understanding the required and available professional and personal qualities of a specialist, his professional capabilities and abilities). In fact, it is implied that “it is not just about knowledge, but about responsibility for an adequate reflection and the right choice of optimal responsible actions” [3].

In its content, the responsibility and initiative of the future teacher presupposes a high level of motivation for self-improvement in the field of personal self-organization of activity and behavior and an understanding by the individual of her professional duty and the internalization of social and professional values. The subjective level of development of responsibility and initiative for each student, on the one hand, is interdependent with the content of the moral self-awareness of the individual, his life self-concept and the motivation for choosing to study at a given university. On the other hand, responsibility and initiative are determined by the personal experience of a person's conscious behavior in cognitive and professional activities and, finally, significantly depend on the subject's understanding of the nature of proper relationships in a micro-society. This ultimately determines the social stage of personal integration of the student with the norms of morality in the culture of society, his identification with functional role duties and the requirements of the future profession .

In the conditions of a modern university, educational cognitive and professional activity mediates the development of the student as a subject of active action in this environment, and it is in this practical activity, if it is significant for the individual, that the future specialist most actively implements his free and conscious choice of independent actions.

As a result, in the socio-educational plan, responsibility and initiative practically add up to the social quality and personality trait of a specialist. It represents, on the one hand, the individually perceived ability of a person to be responsible for his actions and deeds. On the other hand, it characterizes the social opportunity to subject these actions to moral assessment and control by those with whom a person directly interacts in society, in the network of his obligatory relations when solving problems of joint activity and communication in a team.

A comparison of psychological and pedagogical sources proves that in adolescence, in the context of vocational education at a university, the system of organizing educational and professional activities has several levels of sociocultural influence on the growth of responsibility and initiative as an integral personal education of a future specialist.

Responsibility and initiative are shown:

- at the level of the value moral consciousness of the individual - in the form of conscious ideas and generalized concepts of professional duty;

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- at the level of relationships and worldview position of the individual - in the form of qualities of a worthy self-relationship;

- at the level of normative and moral behavior in activity - in the form of skills, practical abilities and readiness of the individual to act in good faith in accordance with the requirements in solving the problems of professional work .

Summarizing various approaches to the development of responsibility and initiative of a future specialist, one can single out such coordinated qualities of a responsible moral consciousness and self-attitude of a person as duty, honor, and dignity. It is important that a person makes a conscious and independent choice of moral decisions and ways of proper behavior, controls his discipline, and shows organization. And most importantly, it includes the qualities of an adequate self-assessment of actions and self-control of behavior.

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ORGANIZATIONAL STRUCTURE OF INTERNAL AUDIT AND REQUIREMENTS FOR AUDIT ACTIVITY

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Abstract: Internal audit is one of the ways of regulating the activity of the economic entity, but its distinguishing feature is the possibility of representing the business entity as part of the management (control), and on the part of economic activity (financial and economic activities). Properly organized internal audit service will give the organization the benefits and serve as a guarantor of increasing profits.

Key words: audit, internal audit service, independence, confidentiality, responsibility principles, job instructions, assessment, expert.

In the conditions of the influx of large amounts of investments, especially foreign investments, companies feel the need not only to effectively organize tax and accounting, but also to constantly control it. Because even the most experienced accountant or manager can make mistakes during his career. These mistakes can cause irreparable damage to the company. An audit helps to avoid these mistakes.

The emergence of new economic relationships, changes in the functions of line ministries and agencies, the emergence of enterprises of various organizational and legal forms and the emergence of majority owners also impose new requirements on the organizational structure of internal audit, as well as clarifying the mechanism of their control and the field of action.

In addition, the need to improve the organization of the internal audit is to have information on the management of the economic entity to sufficiently objectively and independently assess the behavior of employees at all levels of management; increase in the level of trust in the business entity by business partners; based on reducing business risk. In the conditions of modernization of the economy, in our opinion, internal audit should actively enter the management function, organizational activities of the enterprise. Because the internal audit is expected not only to provide information on the quality of management activities, but also to make recommendations on stabilizing and improving the financial situation of the enterprise.

At the same time, in the rapidly changing conditions of building a legal state and market economy, the internal audit process should not be a short-term process based on previously defined parameters. The experience of the Institute of Internal Auditors in Germany¹ can be used for this. This institute has been working for 70 years and has been developing and improving the profession of internal audit.

An example of perfecting the internal audit service is the network system. This, in turn, is related to enterprises and organizations of different structures, owners of new diversified businesses. These enterprises are spread all over the country and they feel the need for internal audit. In this case, it is possible to reflect the internal audit service, its position in economic entities.

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Changes in the role and status of internal auditors can largely depend on the recruiter. Internal audit has a different nature, content, task and organization than external audit. Internal audit service (or, in some cases, it is also called internal audit service or internal control service) as an independent department of an economic entity, performs daily systematic work on evaluation and verification of its activities.

The following factors can influence the selection of the rationale and structure of the internal audit: organizational legal form, affiliation to the industry, scope of activity, degree of independence of action in the market economy, strategy for the development of financial and economic activities, system of providing information in personnel training. The work of the audit service should be organized on the basis of the principles of collegiality, competence, independence, confidentiality, regulation and responsibility for the provision of information.

Internal audit services, as an integral part of the enterprise, should work on the basis of state legislation, internal company documents, orders, regulations and job instructions on the structure of departments, and contracts concluded between the management of the enterprise and the auditor.

"Internal audit is a method of independent evaluation of the effectiveness of the economic entity and a management tool designed to ensure the achievement of the objective in the management of the entity". In our opinion, the internal audit should provide the management of the economic entity with the results of the determined analysis, the results of the assessment of the activity of this or that department, recommendations and information.

The results of the internal audit are used by the management of the economic entity for management and in the course of daily work, available resources and within the framework of applicable laws. In our opinion, the organizational structure of the Internal Audit Service can have the form presented in Figure 3.

The main position in the department of the internal audit service is occupied by the head of the department. He will be in direct contact with the Board of Directors, and will inform the members of the board about all matters in accordance with the interests of the parties. It is appropriate for the head of the internal audit department to participate in the meetings of the Board of Directors, especially when issues related to audit activities, financial reporting, and management of the organization are considered. Because the participation of the head of the service in such meetings ensures the exchange of information on the activities and plans of the internal audit department, and increases the authority of the department among other service departments.

The head of the internal audit department should periodically evaluate the department's activities and inform the Board of Directors about it in writing or orally, and annually provide the management with information about the calendar plan of audit work, the draft of the organization of staff and the estimated expenses.

The head of the department must inform the administration of all the important facts discovered during the audit, as they may have a negative impact on the financial and economic activity of the business entity. These facts may be related to violations of laws, errors, actions related to deficiencies in control, cost inefficiency, unprofitability, insufficient control. Managers of the economic entity take appropriate measures to eliminate identified deficiencies. The duties of the head of the service include determining the composition of the inspection team and supervising their work, advising auditors on documenting the results of audit procedures,

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conducting financial analysis and advising on special questions if necessary, monitoring the execution of orders and orders of the administration, internal audit includes making reports on the work performed by the service and others.

The head of the internal audit department is responsible for auditing. Control is a continuous process that begins with the planning of the audit and continues until the completion of the engagement; provides subordinates with appropriate guidelines and approved programs for conducting audits; controls the confirmation of identified evidence, opinions and audit conclusions in working documents. This makes sure that the audit findings are objective, accurate, constructive and timely, and indicates that the audit has achieved its purpose. Appropriate evidence of control should be formalized in documents. The level of control required depends on the experience of the internal auditors and the complexity of the audit engagement.

The head of the auditors' group prepares the inspection schedule and determines the sequence of work to be performed, determines the composition of the group that goes to the inspection sites and determines the work areas for the auditors, prepares the general plan and the internal audit program; informs the head of the department of the main results of the audit, which, in turn, may affect the content of the internal audit report; systematizes the results of audit procedures and directly participates in their formalization in documents; prepares a report on the results of the internal audit and achieves the adoption of management decisions; organizes and supervises the work of the team members of the internal auditors who have gone to the places according to the volume of work and the terms of the assignments.

Understanding the situation is very important for audit practice. This means having the ability to apply thorough knowledge to any situation, to understand potential problems or important differences, analyze them, and determine what help is needed to make the right decision. Internal auditors should be approachable, know how to work with people, evaluate the identified evidence, be able to explain conclusions and recommendations in a clear and understandable form orally or in writing.

Auditors are required to be careful, professional, and skillful in their work. Internal auditors should be sensitive to the occurrence of intentional violations, errors and omissions, thefts and other negative situations and identify them in time. They should pay particular attention to activities where violations of the law may occur, identify control deficiencies, and make appropriate recommendations on procedures and methods to achieve their elimination. A social approach to work requires sufficient attention and competence, that is, audits by the auditor should be carried out taking into account the audit risks.

If necessary, the internal audit service can invite experts to work and impose certain requirements on them. An expert is a specialist who does not live in the state of this organization, who has sufficient knowledge and skills, who has experience and qualifications in a certain field, unlike the field of accounting and auditing, and who can give a conclusion on issues related to this field. For example, expert knowledge can be used for the correct interpretation and legal evaluation of contracts, founding documents, regulatory documents, assessment of certain types of property and their condition, calculation of the volume of completed works, etc. Unfortunately, internal audit standards do not regulate the work of an expert, so the standard intended for external audit can be used for the sample. It can be modified according to the specifics of the internal audit. On behalf of the business entity, the internal audit service

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concludes a contract for the provision of expert services or on the recommendation of a team of auditors involved in the audit. The results of the expert's work are formalized in writing, reviewed by the audit service and included in the working documents.

In conclusion, it can be said that the main source of increasing the funds of the enterprise in the conditions of modernization of the economy, based on this, the main purpose of its activity is to make a profit. The profit of the enterprise is one of the important indicators of the efficiency of its activity. Therefore, in order to achieve positive results in the enterprise, it is necessary to control the financial results of the enterprise and conduct an audit.

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FORMATION OF THEORETICAL AND ORGANIZATIONAL-METHODICAL ASPECTS
OF MANAGEMENT AUDIT

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Abstract: *In article studied the problems of formation of the organization of theoretical and organizational and methodical aspects of administrative audit are studied. Are given the purpose and problems of administrative audit. It is opened ways of the account, the analysis of expenses and prime cost and production audit.*

Key words: *management audit, accounting, analysis, agricultural enterprises, costs, cost, calculation, total production costs, product.*

A management audit is an audit based on the purpose of the classification group. Reasons such as the establishment of multi-branch farms and the diversification of agricultural production in general, the development of management accounting and the increase in the role of audit activities, create the need to develop organizational and methodological aspects of management audit and introduce it in the agrarian sector.

This requires the development and introduction of methods of conducting audits that determine the correctness and reliability of financial statements of enterprises, as well as solving relatively new issues of management audit.

Evaluation of management systems of production enterprises, i.e. management audit, becomes especially relevant in the conditions of systemic fundamental changes, modernization and diversification of production, as well as intensification of market competition.

Management audit can be performed by both internal auditors and external auditors. The management audit performed by external auditors is one of the types of professional services provided in order to improve production efficiency and achieve the intended goals in the field of management accounting.

The management audit, first of all, solves issues related to the structure and improvement of the enterprise, finding hidden internal economic reserves and further increasing the efficiency of the enterprise. As a result of the solution of these issues, economic entities of the agricultural sector will be superior in the competition and will have a stable development.

President of the Republic I.A. Karimov touched upon the issue of cost reduction and cost reduction, and emphasized the need to "introduce a strict economy system, increase the competitiveness of enterprises by encouraging the reduction of production costs and product costs".

Basing the formation and correctness of the account of production costs and determining the unused reserves are the specific features of the management audit of product production costs .

The following tasks of the management audit are solved in the process of checking the production cost of the product:

evaluation of the validity of the used cost accounting method, the cumulative option of cost accounting, the methods of distribution of total production costs;

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approval of the initial assessment system of accounting and internal control systems;
confirmation that direct and indirect costs are correctly carried out and reflected in the account;

assessment of the quality of the inventory of work-in-progress;

control of cost indicators according to the data of the summary account of production costs.

In the context of modernization of the economy and diversification of agricultural production, a properly developed business strategy, a sustainable economic development plan, a management system, and an effectively organized accounting together ensure the financial stability of the economic entity.

Effective use of all types of production resources, reducing costs and increasing profitability is the main strategic task of any agricultural enterprise. In this, an important place is given to accounting, which ensures the correctness, timely preparation and final accuracy of information.

In an agricultural enterprise, the cost accounting system is a central link in the enterprise management system, because it forms information about real costs, which means that the basis is created for calculating the real profit, that is, the indicator that was aimed to be achieved when the enterprise was established.

In accordance with the applicable normative-methodical documents, two options for the calculation of production costs are provided for the economy, including agricultural entities.

In the first option, which is called the calculation option, during the accounting period, the expenses of the reporting period are collected, divided into direct and indirect expenses, in the credit of the accounts of the resource account, on the debit of the account of production costs. According to the results of the accounting period, the amount of expenses reflected in the account 2510 - "General production expenses" is distributed according to the calculation objects. In this way, the full production cost of the product is determined.

The second option is based on the system of inclusion of costs in the cost of products, limited depending on the sign of dependence on the volume of production (this is called "direct-costing").

The division of costs into fixed and variable costs is explained by the fact that the output also changes depending on the change in the volume of production. One of them is directly proportional to the volume of production, others change unevenly, and the third type does not depend much on the volume of production, sometimes it remains constant or changes insignificantly. Other things being equal, variable costs change with changes in the volume of output and work performed. The share of fixed costs in production output is lower the more products are produced during the reporting period, and vice versa. Therefore, the division of costs in agriculture into variable and fixed types allows to determine their growth rate and dependence on various factors, to conduct quick control over the costs of enterprise units, to determine the role and place of some outputs in the production process, to make impartial strategic and tactical management decisions on reducing the cost of products. gives

Monographic studies show that the use of the method of dividing costs into fixed and variable types in agricultural enterprises, especially farms, is significantly limited due to a number of objective and subjective reasons. It should be noted that management accounting according to this method known as "direct costing" allows for objective determination of marginal and net income. The division of expenses in the account by segments and generally into variable and fixed types allows for the accounting of the expenses considered useful for agricultural organizations by direct comparison with the income, and the period of reflection of the incurred expenses in the account of

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sales transactions.

The use of the "direct-costing" method in accounting involves the following:
dividing all costs during the accounting period into fixed and variable types; dividing total production costs into variable and fixed types;
accounting and planning of costs only in the part of variable costs;
transfer of fixed period costs to the financial results of the reporting period;
calculation of stocks of finished products and work in progress in warehouses according to variable costs.

In this way, a reduced cost is formed, and fixed general production costs are not included in the calculations and are included in the total cost of goods sold without being divided into types of products, and period costs are included in the financial results.

Information on marginal revenue and operating profit is formed when the incomplete cost of the product is calculated. Marginal revenue and operating profit are important in controlling product costs. They show that these indicators depend on the price of the product, the structure of the output product, and the size of variable and fixed costs.

Based on the analysis of the interrelationship of "costs - volume - profit", the break-even point of the production volume is determined by the value of the product unit. The break-even point is defined as the volume of sales that does not make a profit or a loss. Three main methods are used to calculate it: equation, marginal revenue and graphical methods.

Thus, on the basis of the "costs - volume - profit" management analysis, it is possible to prove the optimal volume of product production, as well as justify the feasibility of accepting individual orders, the cost of new products, etc.

During the audit, it is required to make a report on the profit from production using the "direct costing" method. The composition and content of these reporting items for the general enterprise is as follows: sales revenue; variable costs; marginal revenue; fixed costs; (operating) profit from production; quantity of product sold. The indicators of this report are quite consistent with the information of the statement of financial results (Form 2), which shows the net sales revenue, cost of goods sold, gross profit, period expenses, expenses and income from financial activities, and general economic profit. But the proposed reports are not only for the enterprise, but also for structural units, types of products, etc. it is appropriate to draw up.

Thus, not only the confirmation of the accuracy of the financial results report, but also the information about costs by responsibility centers, types of products will be the result of the management audit. The obtained information allows managers to make informed management decisions.

The use of this method of cost accounting and cost calculation requires taking into account the characteristics of the industry and specific aspects of production. Agricultural production its output is characterized by a long production period and seasonal fluctuations in production and product sales.

In this case, it should be taken into account that in the formation of full cost, the costs of general production remain in unfinished production for a long time. The use of the "direct-costing" method requires the transfer of fixed costs to losses in the period of non-sale of agricultural products (if the marginal income from the sale of livestock products does not cover these costs).

The following can be called the positive aspects of the exclusion of fixed costs to the account

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9110 - "Cost of finished goods sold":

- simplification of the procedure for excluding fixed costs and calculating the cost of individual product types;
- improvement of all property indicators of the enterprise due to the improvement of the indicators of turnover of current assets and the decrease of these indicators in the balance asset;
- improvement of the profitability indicators of current assets and improvement of all property indicators of the enterprise due to the decrease of these indicators in the balance asset.

When evaluating the estimated consequences of writing off fixed costs using the specified options, it should be considered that the share of fixed general production costs in production costs in a number of enterprises can be much higher than their usual size (usually this size is 15-30%).

At the end of the month, the variable costs of general production should be transferred to the accounts of the direct cost account, and the fixed costs of general production should be transferred to the account 9110 - "Cost of finished goods sold", as we indicated above.

"Direct-costing" method can be used both for actual outputs and for estimated outputs. Therefore, it seems effective to calculate the cost of production in agriculture in combination with the standard method of cost accounting and the "direct costing" method. The following are the main elements of the standard method of accounting for production costs: creating a standard calculation taking into account the change of standards for each type of product at the beginning of the current period; separate accounting of production costs according to norms and deviations from norms; calculation of rate changes, preparation of report calculations. This method of calculation provides speed and allows to control production costs in advance and practically meets all the requirements of management accounting.

The advantage of the normative method in choosing the method of accounting for production costs and calculating the cost of agricultural products is unquestionable, while the use of the "direct-costing" system requires a deep analysis of the situation in the enterprise.

Before starting the examination of documents, the auditor should study the organizational and technological characteristics of the enterprise, specialization, scale and structure of each type of production activity. Based on the accounting policy and the analysis of production characteristics, the auditor determines the validity of the production cost accounting method and cost accounting cumulative option used in practice.

If, during the audit, it is determined that the cost accounting method that meets the requirements of the technological process is based on the cost accounting method in the accounting policy, and the elements of this method are not used in practice, then the auditor must record each deviation in the working documents and determine its effect on the formation of the product cost. If the cost method specified in the accounting policy does not correspond to the characteristics of the technological process, the auditor can recommend a number of changes that allow the client to organize the production account in accordance with the requirements of regulatory documents.

In order to confirm the initial assessment given to the internal control system and the accounting system of production costs, in our opinion, it is appropriate to determine the test-test method and the level of efficiency of the indicated systems.

Based on the results of the test, the system's reliability rating is determined and it is compared with the initial rating obtained at the planning stage. If such assessment turns out to be lower than the

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initial one, it is necessary to adjust the volume of other audit activities and the procedure for carrying out these activities.

Comprehensive assessment of internal control and cost accounting systems of an agricultural enterprise by professor L.I. It is carried out according to foreign methodology .

Gradation of assessment of the state (efficiency) of internal economic control (K) of product production costs (consistency in the transition from one stage to another):

K1 – low level;

K2 – below average level; K3 – middle level;

K4 – higher than medium level; K5 – high level;

Gradation of assessment of the state (efficiency) (U) of the product production cost system:

U1 – low level;

U2 – below average level; U3 – middle level;

U4 – higher than medium level; U5 – high level.

Based on professional judgment, practical experience, knowledge of the organization's information systems, the level of qualification of accounting staff, the state of the internal control system, as well as the characteristics of the formation of costs in the audited enterprise and the preliminary recording of costs, the auditor can determine the quantitative value of the gradation of the indicated grades: K1=0, 1; K2=0.3; K3=0.4; K4 =0.6; K5=0.7; U1=0.3; U2=0.4; U3=0.5; U4=0.7; U5=0.8 [2].

Based on the results of the test, the auditor evaluates the following:

- the effectiveness of internal control of costs in the enterprise (the sum of the obtained indicators is divided by their amount);
- the value of internal economic control is subtracted from the risk of control means 100%;
- the efficiency of the cost accounting system (the sum of the obtained indicators is divided by their amount);
- the cost accounting system value is subtracted from 100% of the inherent (domestic) risk of balances).

According to the test data, the auditor determines the objects that need special attention when planning control activities and determines the audit risk.

Assessing the correctness of product costing is an important feature of a cost audit. And the assessment is performed by means of arithmetic control of the data of the summary account of expenses (production report). In this case, the cost of production is formed as an algebraic sum of period costs and changes in the volume of unfinished production under the conditions of using the order and redistribution method of cost accounting, and under the conditions of the standard method, the standard cost of production is formed as an algebraic sum of changes in standards and deviations from standards .

Deviations from the rule detected during the inspection are recorded in the auditor's working documents, and their quantitative impact on the reporting indicators is determined.

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Cost reduction and, on this basis, increasing the profitability of production of agricultural products (work, services) requires proper organization of cost accounting in production and compliance with the methodology of product (work, service) cost calculation. In agriculture, the level of product (work, service) cost depends in many cases on the influence of the main technical and economic factors:

- increase in technical level and complex mechanization of production;
- introduction of advanced technologies in production;
- implementation of measures to increase land productivity;
- increasing the quality of production resources (machines, equipment, livestock, seeds, feed, fertilizers, etc.);
- introduction of the best, high-yielding varieties and hybrids of agricultural crops and livestock breeds;
- changes in the prices of material resources and fixed assets;
- rational use of material and labor resources;
- use of advanced forms of organization of work and payment for work.

During the audit, auditors need to study not only the specified features of the cost account, but also the factors that determine the cost level of the product (work, service). Analytical activities and statistical methods should be widely used for researching the factors affecting the cost of agricultural products.

In practice, a number of elementary mathematical methods are used to determine the tendency of costs and costs as an artificial indicator of a multifactorial dynamic process. In particular, there are various formulas for determining the change of the cost depending on the factors affecting it. One of the main disadvantages of this method of analysis is that it determines the cost in one mathematical formula does not reflect the complex of factors and does not take into account the joint action of these factors.

The correlation-regression method can be said to be the most effective method of analyzing the impact of factors on product costs and production costs. This method makes it possible to establish quantitative parameters of the effect of almost all production factors on product cost when processing data using a special program in EHM. On the basis of such an analysis, it is also possible to determine the strengths and weaknesses of cost management (standardization), labor efficiency, development of management solution projects related to the production process, agricultural production processes, and domestic cost control. Economic-mathematical modeling method can be successfully used to develop management solutions related to cost origination and further optimization of production process, and task model can be successfully solved by simplex method on electronic calculators. These methods are not new, but their use in audit practice is effective. In particular, these methods are of great importance in evaluating the system of control of domestic expenses, finding unused reserves and making decisions on increasing the efficiency of agricultural production.

If the production cost and cycle management audit is conducted without consistently following the principles, assumptions and requirements of the audit, it cannot be effective. In this regard, there is a need to develop a method of audit of product production costs and period management in agricultural enterprises.

Before starting the audit of production costs, it is necessary to determine the objectives and tasks of the audit (that is, what functions are performed during the audit) and the requirements of

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internal users of information, as well as the interests of external users in obtaining correct and reliable information. Then it is necessary to clearly imagine the mechanism of auditing the costs and period of production of products in agricultural enterprises (legal, regulatory (standard) mechanisms of the enterprise, external and internal audit (organizational mechanism) and the extent of action within the limits of these mechanisms during the audit. Then the audit rules, It is necessary to develop audit technology, taking into account the principles, assumptions and requirements. Audit technology includes:

- study of the internal economic control of the organization's activities and costs in product production and assessment of the state of accounting work;
- economic analysis of output, costs, cost;
- wide application of methodical methods and techniques of cost and output audit;
- documentation of audit evidence and audit results.

Cost and production cycle audits should be performed in the following sequence:

- 1) preliminary (study, evaluation, testing, programming);
- 2) current (monitoring, checking account compliance, recalculation, monitoring, copying of necessary documents);
- 3) documentary (verification of documents, comparison of information in documents, detailed survey, economic analysis);
- 4) informal (incomplete production inventory, expert assessment, research, re-measurement, oral survey);
- 5) final (last). At this stage, the accuracy of production reports, account register data, cost calculation, calculation of accounts and reporting, allocation of reserves, and development of solutions are checked. The summary of audit results is reflected in the form of final documents (reports, conclusions, references, draft management decisions). The opinion of the auditor regarding the indicators of income and expenses of the financial statement is reflected in the auditor's report.

Both external auditors and internal auditors in the audit of product production costs and periodic management should follow generally accepted basic principles, comply with the requirements that allow a deeper understanding of the federal rules (standards) of the audit. The qualification of auditors, their professional readiness, initiative and level of professional thinking are important in this.

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IMPROVING THE METHODOLOGICAL BASIS OF ACCOUNTING FOR FINANCIAL ASSETS

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Abstract: *In our national accounting system, financial assets are a comprehensive and unexplored object. This is also true of the methodological aspects of the issue. In the course of the study, we considered, as far as possible, the most important foundations on which the methods of accounting and analysis of financial assets are developed and maintained in order to know and improve their methods. In our opinion, a method is a set of methods and rules for the purposeful performance of accounting and analytical work. There are general and specific methods in accounting and analysis. The conceptual framework of financial accounting and reporting is an important fundamental structure on which general and specific methods are based. Hence, the more thoroughly this fundamental structure is developed, the more reliable and acceptable the methods derived from it will be.*

Keywords: *framework, interrelated objectives, assess, reliable.*

The conceptual framework for financial accounting and reporting has developed national ¹, international ²and country-specific (e.g. GAAP) ³views. We found it appropriate to give our own definition of the conceptual basis of financial accounting and reporting as a result of our research objectives. The conceptual framework is a separate structural structure of the interrelated objectives and foundations of financial accounting and reporting, which reflects the nature, function and limitations of financial accounting and reporting, is the basis for the development of consistent and appropriate standards.

The conceptual framework is the basic structure that defines the principles of qualitative description of information in financial reporting. If the base is reliable, the styles based on it will be perfect. In order to assess the current situation in our national accounting system, we will compare

¹ BHMS “ M higher report preparation and provided reach for conceptual basis ”

² Conceptual basis of financial reporting. The conceptual framework was published in September 2010 by the International Accounting Standards Board .

³Conceptual Framework for financial accounting and Reporting: elements of Financial Statements and Their Measurement, FASB Discussion Memorandum (Stamford, Conn .: FASB 1976), page 1 of the “Scope and Implications of the Conceptual Framework Project” section.

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the principles of quality of financial information, which is an important element of the conceptual framework in the national, international and developed countries.

Table

Principles of qualitative characteristics of financial reporting information⁴

Principles of qualitative characteristics of financial reporting information		
BHMS⁵	BHXS or MHXS⁶	GAAP⁷ (USA)
Calculation. Maintaining a double-entry bookkeeping. Continuity . Farm operations , assets and cash settlement of liabilities Reliability. Caution. The superiority of content over form. Comparison of indicators. Neutrality in financial reporting. H isobot period income with costs compatibility Assets and liabilities h aqiqiy price . Comprehensibility. Significance. Seriousness. Accurate and impartial presentation. Completion . Consistency . Own in time provided reach	Fundamental quality features:	1. Basic qualities:
	Appropriateness .	A) Relevance:
	Significance .	- the cost of obtaining in advance;
	Reliable delivery .	- the estimated value of the previous period ;
	Qualitative features that increase the usefulness of information :	- timeliness .
		B) Reliability:
	Comparability.	- availability of verification capabilities ;
	Inspection .	- realistic reflection ;
	Presented in a timely manner reach	- impartiality ;
	Comprehensibility .	2. Auxiliary qualities:
Limitations of useful financial reporting in terms of expenses.	A) Comparability.	
	B) Continuity.	

⁴ Author's development.

⁵ IFRS “Conceptual Framework for the Preparation and Presentation of Financial Statements”

⁶ Conceptual basis of financial reporting. The conceptual framework was published in September 2010 by the International Accounting Standards Board .

⁷ Donald E. Kieso, Jrry J. Weygandt, Terry D. Warfield. INTERMEDIATE ACCOUNTING. John Wiley & Sons, USA. 2004. 46 r.

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The first column of the table does not specify the qualitative characteristics of the information in the financial statements and statements in the BHMS (National Accounting Standards) separately, clearly or understandably. It has been considered in general. Of course, this situation has a negative impact on the development of methods for accounting objects. Because there is no clear answer to the question of on what basis the quality of information is determined. In this regard, there are similarities between IFRS (International Accounting Standards) and GAAP (Generally Accepted Accounting Principles). Whatever is based here, the information will be of good quality and the description of each principle is clearly defined. In our opinion, the accuracy, comprehensibility and practical acceptability of the GAAP principles on quality are of paramount importance to its national and IFRS principles in this regard. It will be easy and reliable to rely on GAAP quality principles when applying methods in the formation and presentation of information in the account . As a result, quality information enhances the practical significance of management decisions related to the movement of accounting objects and dramatically reduces the likelihood of its risk.

As can be seen from the table, the quality of accounting information is determined by its relevance , reliability , comparability and continuity . The appropriateness of information in an accounting system consists of classifications such as its pre-receipt value , past valuation value , and timeliness . The fact that users are the source of accounting information when making decisions to make future plans, forecasts, represents the value of their advancement. Forecasts made in the previous period indicate that the information has a past valuation value , allowing the validation of the plans or adjusting them to be appropriate for the period . The timely generation of information and its rapid use in current management is an important component of the concept of relevance . This allows for timely and timely exposure to economic realities. Qualitative aspects that determine the reliability of information are the possibility of their verification , fair reflection and objectivity .

Indicators in the accounting documents must be formed on the basis of a single consistency of calculation methods, principles, units of measurement, regulatory requirements, calculations. In this context, it is important to be able to verify each indicator when conducting an audit for various purposes. The result of the audit should give the same conclusion even when it is examined separately by different auditors . That is, the indicator must be verified that it is properly formed based on the accounting requirements.

information to be accurate , each indicator must have a real basis in terms of value or quantity. That is, how much the value of the assets in the accounts can reflect their real value. This prevents problems such as the value of the initially issued shares and their number deviating from the value of the enterprise's assets, as in the current crisis period.

impartiality expresses how objective the published account information is. No indicator or accounting information in general should be allowed to be prepared with any interest need in mind between them and the stakeholders. This situation leads to falsification of information.

comparability of accounting information is of paramount importance today. This is because the comparison of any indicators with respect to the business plan, the trend analysis over the years, the study of comparisons with the information of competing enterprises clearly show the economic situation and its direction. This has a place in how scientifically sound management decisions can be. Therefore, it is necessary to use the methods of general classification for the formation of indicators in the accounting system.

continuous approach to the formation of information in the accounting system of enterprises for several years should be maintained at all times or as much as possible. This is because the

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continuous use of the same calculation methods makes it possible to make a reasonable comparison of several annual figures. Rapid changes in the calculation methods, on the other hand, produce indicators calculated in different ways, and their comparison does not lead to a reasonable result.

In conclusion, in order to improve or harmonize the methodological framework of financial accounting and reporting in the national economy at the international level, we need to revise the normative documents in our national accounting system, IFRS in this regard, based on IFRS requirements and GAAP practices. In our view, the more substantial the composition of the fundamental structure, the more reliable and acceptable the methods and techniques derived from it will be.

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SOME THOUGHTS ON THE IMPORTANCE OF FOREIGN INVESTMENT IN INCREASING THE INVESTMENT ATTRACTIVENESS OF UZBEKISTAN

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Annotation: Modern Uzbekistan is the leading industrial state in the Central Asian region, ensuring stability and economic development of the region as a whole. Among the advantages offered by the modern economy of Uzbekistan for foreign companies are political and macroeconomic stability, favorable natural and climatic conditions, hospitable and hardworking people and many others.

Key words: Investment, foreign trade, cultural market relations, economic growth, investment climate, investment projects of entrepreneurs

INTRODUCTION. Over the past few years, Uzbekistan has undergone rapid economic changes and is increasingly emerging in the international community as one of the symbols of openness, renewal and resilience in overcoming various barriers to business and investment. For the effective implementation of the Law of the Republic of Uzbekistan "On Investments and Investment Activities" [1], a 4-stage mechanism of cooperation between investors and the Ministry of Investment and Foreign Trade, khokimiyats, diplomatic missions abroad and deputy heads of commercial banks has been successfully established. This mechanism allows you to quickly respond to all inquiries of investors and properly monitor the effectiveness of the implementation of measures provided by law.

RESULTS. Entrepreneurship liberalization is required to activate private investment. [4] There is a need for constant communication with the business, to identify and overcome obstacles to the development of certain sectors. In this regard, active work is being done in the following areas.

First, in order to maintain a steady and stable pace of economic growth, it is necessary to form a model of a stable and competitive economy, in which most of the assets of the banking system are in the hands of private investors. Second, in order to increase investment attractiveness and ensure the rapid growth of investment in infrastructure, which is one of the key factors of sustainable economic growth, investment activities are also actively encouraged through the development of public-private partnerships and project financing. Third, the relationship between investors and the state is being optimized to completely eliminate bureaucratic barriers and restrictions in the implementation of investment projects through digitalization and remote provision of public services. To ensure maximum transparency and prevent corruption, the quality of the organization of work with appeals and requests of foreign investors is improving. Fourth, there is a decrease in transaction costs, which leads to the outflow of labor and capital from the legitimate sectors of the economy to the shadow economy. an investment policy strategy is being developed.

Given that the investment climate affects all areas of activity in the country, the scope of reforms has covered economic, institutional, education, health, agriculture, water supply, energy, transport and other areas.

Great attention is also paid to the practical support of entrepreneurs and initiators of investment projects. The most striking example in this direction is the work of the Government

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Commission on Export and Investment Development, established in 2020, whose tasks include close cooperation with entrepreneurs and exporters, analysis of problems related to the restrictions caused by the pandemic, as well as solving the problems of each business entity. developing and implementing fast and efficient solutions based on an individual approach. According to the data, as a result of the activities of the Commission members on the ground last year, the activities of more than 98,000 enterprises were studied in a targeted manner, and as a result, 6,235 problems of 5,902 enterprises were identified. [5] Each of the problems was resolved in close cooperation with the relevant ministries, departments, commercial banks, local authorities and diplomatic missions of the Republic abroad.

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Analyses of reduplicative words in English language

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Annotation: This article discusses about the analyses of reduplicative words. Also relationship of reduplicative words can be expressed and highlighted with sound representation. The language being studied is characterized by the formation in the middle of reduplicates of clusters.

Key words: Reduplicative words, combinations, partial, divergence, rhythmic, onomatopoeic reduplicants.

Introduction

Combinations of this type are examples of divergent reduplication, which is quite widespread in English and speech. As examples of partial reduplication, one can consider words like (itsy-bitsy, ill-will), where the first part of the reduplicant is a truncated version of its second part. In English, growth occurs at the beginning of a word. The prevalence and frequency of reduplication varies from language to language. In those language systems where reduplication is a common type of word production, it is closely related to sound representation. This relationship is the motivating feature underlying the words that are the result of reduplication, for example:

- chuff - produce a muffled explosion when steam is released (about the operation of a steam locomotive, outboard motor) - chuff-chuff - a steam locomotive (children's speech);
- clack - a sound between a pop and a crackle - clickey-clack - a rhythmic metallic sound (for example, the sound of the wheels of a moving train);
- crack- (produce) crackling, noise, shot - crick-crack - expressions of a repetitive sharp sound, cod;
- dig - to ring (about a bell, metal; ringing of a bell) - dig-dog - the sound of bells ringing, monotonous repetition.

Materials and Methods

From a structural point of view, all reduplications are divided into two-component, three-component and more. Two-component reduced words in English are characterized by: a) divergence - alternation of vowels i-a: ting tang, bric-brac, nick-nack, as well as divergence with truncation of the second component hipperty-hop, b) alternation of consonants - voiceless fricative consonant h and voiced stop consonant d: hoddy-doddy, hoo-doo.

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In addition, in English reduplicates, a combination of two consonants is often used: slipper slopper, clippety clop. The language being studied is characterized by the formation in the middle of reduplicates of clusters consisting of three consonants, one of which is doubled, for example, hoddley poddley, higglety pigglety, Wibbleton Wobbleton, niddle-noddle, hubble-bubble.

Three-component reduplicants are formed using: a) divergence - alternation of vowels i-a: shin, shinny shank; divergence is represented by examples with a complete repetition of two components in the truncation of the last component: sippity, sippity sup; hippity hippity hop; b) alternation of consonants: deaf fricative consonant h and deaf stop consonant and truncation of the last component: hoddley, poddley, puddle. Thus, structurally in English, doubling of the whole word, alternation of vowels and consonants, and often three-component reduplication are common. A quantitative analysis of the types of reduplications in English is presented in the article. Here we should underpin about partial analysis of reduplicants. Reduplicants and onomatopoeic reduplicants are often referred to as interjections, which is only partly true. Among the reduplicant words selected from the above dictionaries, interjections and onomatopoeic words occupy one of the most numerous groups. There are noticeable functional differences between interjections and onomatopoeic doublings. Nevertheless, both interjections and onomatopoeic doublings are morphologically amorphous, syntactically quite independent and are, as it were, on the periphery of the lexico-semantic system. It is no coincidence that they are often combined into one group.

Results

Interjections - onomatopoeia in English can express a wide variety of feelings and emotions: uh-oh, yoo-hoo (express feelings of joy, surprise, annoyance).

Nouns in English occupy one of the largest groups:

- diddle-daddle - nonsense, absurdity, nonsense, nonsense, nonsense, empty talk;
- flimflam - trick, prank, fraudulent trick;
- goody-goody - 1) goodie, good person 2) candy, sweetness;
- hugger-mugger - mystery, riddle, disorder;
- mayday - radio distress signal;
- maxi-taxi - multi-seat taxi, taxi-minibus;
- ribble-rabble - crowd, mob;
- shag-rag - ragamuffin;
- talkee-talkee - 1) chatter, gossip, salon conversation 2) Creole, broken English;
- skid-lid - motorcyclist's protective helmet;
- walkie-talkie - portable radio;

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- argy-bargy – dispute, lively discussion, dispute;
- beriberi - vitamin deficiency;
- bonbon - candy;
- buddy-buddy - 1) friend, buddy 2) fawn;
- coco - coconut palm;
- crackajack - great guy, cool stuff;
- piggy-wiggy - pig, piglet;
- might-light - night light;
- nick-nack - a trinket;
- pop-shop - pawnshop;
- peg-leg - wooden leg;
- randan - revelry, booze;
- fat cat - money bag;
- hot shot - big man, "bump".

They are presented in all types of reduplication, characteristic of the analytical structure of the language.

Regarding verbs, adverbs and participles, we can say that they represent a few groups:

- ding-ling - ring, call;
- dingle-dangle - swing back and forth;
- fulfill - fulfill, execute;
- hobnob - make friends, make friends;
- dillydally - put off, waste time, hesitate, hesitate, be unsure;
- hurry-scurry – hurry;
- hug-a-lug - drink quickly;
- poco a poco – gradually;
- chop-chop - very fast;

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- pooh pooh - treat with disdain;
- remurmur - echo;
- niddle-noddle – shaking;
- mutatis-mutandis - making the necessary changes, with the appropriate, necessary changes;
- nid-nod - nodding.

Despite their scarcity, they, like nouns, are represented in the word formation of all types of reduplications.

Adjectives in English occupy a fairly large group of words that are used in various styles of speech:

- hipper-dipper - gorgeous, amazing;
- reel-to-reel – reel;
- talkie-talkie – wordy;
- teeny-weeny - tiny;
- ticky-tacky - lousy, hacky, made of poor quality material;
- tip-top - first class;
- wishy-washy - pale, sickly;
- niming-piming - mannered;
- rah rah - student;
- crinkum-crankum - confused;

Conclusion

The smallest group among the reduplicants registered in the dictionary are pronouns, which are extremely rare in examples of reduplication in the English language.

Thus, the largest group of reduplicants in terms of the number of examples, registered by V.K. This is followed by such parts of speech as nouns, verbs, adverbs, participles and pronouns. Also we can observe and discuss about thematic analysis of reduplicants. While analyzing, we identified several thematic-connotative blocks , in which there are reduplicant words.

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FORMATION OF FINANCING TECHNOLOGY AND COMMUNICATION
RELATIONS IN INCREASING THE COMPETITIVENESS OF SMALL BUSINESS
ENTITIES

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Abstract: *Funding for production capacity is central to any development strategy, but the limited access to finance is still often a concern for entrepreneurs. In most developing countries, banks are the main providers of finance. This is where venture capital is becoming increasingly important, especially for high-tech small businesses. One of the main conclusions was not to forget that the driving factors for technology development, namely skill development, research and development opportunities, ability to attract foreign direct investment, strengthening of local enterprises, infrastructure and others are closely related to each other.*

Keywords: *The concept of national competitiveness, according to Paul Krugman, is the very rejection of policies that support high-tech industries, which are not necessarily high-performance industries.*

In addition, it is necessary to consider various forms of internationalization of small business entities through export, and to adopt policies and measures that help to strengthen the export competitiveness of entities as a way of beneficial integration of small business entities into the world economy. Although small businesses make up the bulk of production, the fact that the share of small business exports in many countries is still marginal means that a lot of work needs to be done in this regard.

Competitiveness is seen by all countries as a key condition for maintaining high levels of income and employment. A high level of competitiveness allows developing countries to move away from dependence on exports of a few key commodities and to upgrade based on skills and technology. This, in turn, allows for greater gains in productivity and sustaining wage growth. Competitiveness can be assessed at the national or enterprise level. At the national level, it is defined as the ability of the nation to produce products and services that meet the test of international markets while maintaining and expanding real incomes in the long term.

The ability to compete in international markets is generally considered to depend on macroeconomic policy, trade policy and exchange rate conditions, as well as a country's comparative advantage, that is, its supply of factors such as land, labor, and capital. There are a few exceptions to this, namely becoming the most competitive country in the world by investing in institutions and human resources to compensate for its lack of natural resources and capital.

In general, technological development plays an important role in economic competitiveness, but economists have generally been careful to combine economic analysis with detailed discussions of technology issues. Empirical approaches adopted by economists consider technology and technical change in terms of their effects on productivity. The lack of a measurable correlation between productivity changes and technology development has made it difficult to accurately assess the impact of technology on economic development, growth, and competitiveness.

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The concept of national competitiveness, according to Paul Krugman, is the very rejection of policies that support high-tech industries, which are not necessarily high-performance industries. This is another example of equating technology with efficiency and ignoring the "external" effects of technology on the productivity of industries that "use" it. Technology creation, adaptation, and innovation are important in enhancing competitiveness, but technology diffusion and use may be even more important for developing countries. New technologies such as information and communication technologies and biotechnology are cross-cutting technologies, and their application to traditional agricultural, manufacturing and service activities can revolutionize both processes and business methods, increasing both efficiency and competitiveness.

Government intervention in imperfect markets leads to skepticism about existing opportunities, which in turn creates doubt about the positive effects of competitiveness strategies. However, if well designed and implemented, the strategy of transition to development towards competitiveness is not dangerous, but can contribute to healthy national development. Competitiveness depends not only on macroeconomic changes or natural opportunities, but also on the ability to achieve high performance through the most efficient deployment and use of human resources, capital and physical assets.

Getting the macroeconomic fundamentals right does not necessarily lead to competitiveness, especially when the enterprise sector is weak, that is, with little or no productive capacity, and parallel microeconomic improvements are desirable so that sound macroeconomic policies translate into an increasingly efficient economy. New forms of competition require active micro-politics and measures aimed at the formation of new industrial spaces. For this, enterprises need to restructure activities and facilities and hire qualified workers.

Not only is it useful to distinguish and consider the relative contributions of macro and micro policies to competitiveness, but also to incorporate the concept of "systemic competitiveness" when designing relevant improvements in the micro or business environment. A central assumption of systemic competitiveness is that competitive advantages are created by deliberate collective action rather than the product of the invisible hand of the market.

The concept of systemic competitiveness is characterized by two distinguishing features. First, it emphasizes the importance of the meso level in addition to the micro and macro levels. The meso-level includes local systems, both policies and supporting institutions. Second, the most important aspect of systemic competitiveness is the interaction or linkage of different actors at different levels and their cooperation in the development and implementation of policies and support institutions and programs.

Sanjaya Lall proposes a framework that outlines the determinants of enterprise competitiveness, reminiscent of Porter's famous Diamond, but instead of including government as an extraneous variable, it places it at the center of action. Lall's "triangle" of competitiveness shows the interaction of enterprises with three sets of variables such as incentives, factors and institutions, two of which are mainly related to the meso level.

From a policy perspective, this means that while macro policies such as ensuring stable currency and exchange rates, controlling inflation, encouraging open markets through gradual tariff rate cuts, ensuring efficient infrastructure and protecting property rights are necessary, successful industrial development is also , based on market-friendly measures to improve the efficiency and interaction of meso-level institutions. These measures should follow a decentralized, flexible, bottom-up adaptive approach.

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According to Altenburg and others, the competitiveness of the enterprise is, in particular, the ability to quickly respond to changes in demand and successfully manage product differentiation by increasing innovation potential, to maintain the market position by delivering quality products on time and at competitive prices, and an effective marketing system. they emphasize. The difference between the competitiveness of a business and the competitiveness of a state is that if it is not competitive for a long time, it will go out of business, but a state will never go out of business, no matter how badly managed or uncompetitive it is. When a state loses its competitiveness, it is reflected in the deterioration of welfare conditions rather than exit from the market.

Competitiveness is based on increasing the efficiency of the country's enterprises, constant growth of added value. In order to achieve continuous growth in added value, enterprises must change their competitive methods, that is, they must move from comparative advantages to competitive advantages, that is, the ability to compete on price and quality, delivery and sales. The competitiveness of small business entities depends on the business environment and the complexity of enterprise activities, including inter-enterprise cooperation. Creating the right business environment can be viewed from a policy and institutional perspective.

If developing countries want to become more competitive, they need to strengthen their capabilities, engage in and encourage activities that match their means, and most importantly, upgrade them over time. None of the previous studies provided detailed information on the policies and support programs needed to strengthen the productive capacity and competitiveness of small businesses, particularly at the enterprise level. Therefore, in completing their information on competitiveness, it is necessary to study how developing countries have created the basis for their domestic enterprises to be competitive.

Although it is generally accepted that small businesses make an important contribution to the domestic economy, most governments have not developed policies to increase their contribution or competitiveness. Export competitiveness is often the single most important indicator of competitiveness. It is not only higher exports, but more diversified exports and their technology and skill development. It also includes an expanding base of domestic businesses that can compete globally, and competitiveness is strong, sustainable, and usually accompanied by increased profits. Such changing ability of small business entities to export in itself indicates the need to take special support measures to improve their activity, how competitive small and medium enterprises are in the world economy.

Research shows that when large enterprises are asked what are the most important criteria for cooperation between small business entities, they emphasize attitude first. In this regard, small business entities must have the desire to succeed and change. In addition, small business entities must have a strategy or vision for the future, as well as good financial management. Diverse supplier relationships in global production chains do not contribute equally to the development of competitive small businesses.

Three main types of supplier relationships can be distinguished depending on the innovative capabilities of small business suppliers and the motivations of large enterprise customers. Low-cost suppliers with limited organizational capacity. Suppliers lack unique knowledge factors and are generally less efficient than their customers or other potential suppliers in terms of production processes and product quality. Nevertheless, low labor costs or their willingness to accept unstable demand conditions may outweigh these disadvantages, especially in technologically simple and labor-intensive activities.

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Although most large enterprises prefer to work with more or less formalized suppliers who meet basic labor standards, these suppliers may in turn employ secondary subcontractors in the informal sector. Low-cost suppliers who have mastered modern organizational principles. Adherence to quality standards becomes increasingly important, especially when production is associated with a company or brand name. Although supplier relationships are cost-driven, most large enterprises do not compromise on quality. The failure of one supplier can threaten the competitiveness and reputation of the customer. Therefore, more and more large enterprises expect their suppliers to accept strict guidelines for quality, price and delivery.

In most cases, suppliers are required to implement quality management strategies and obtain certification to good manufacturing practices or ISO standards. This type of outsourcing still has an incentive to avoid investment in expensive specialized equipment for certain materials, given the cost of production. The supplier does not necessarily have exclusive know-how and it can still be substituted for its own production.

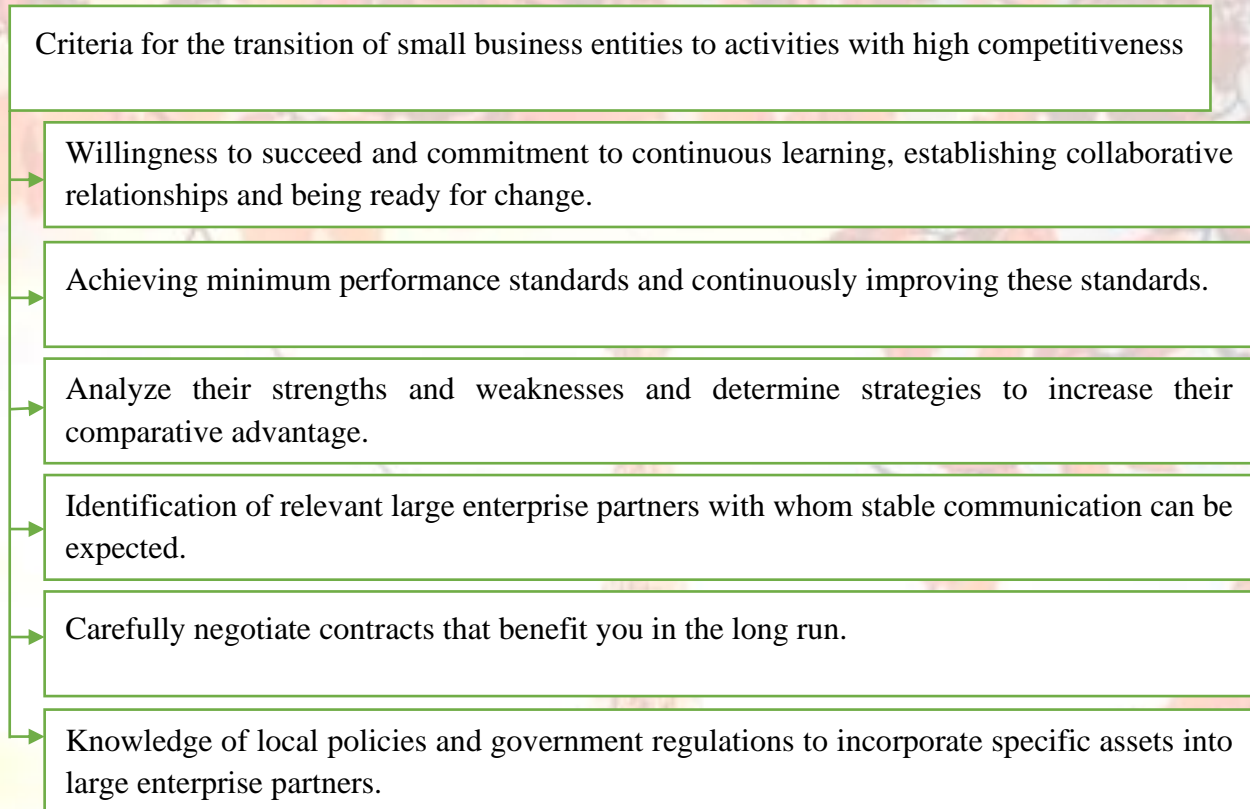
Nevertheless, the more specialized the supplier is in certain operations and the more experience he has, the more likely the relationship will change from one-way subcontracting to two-way cooperation. Barriers to entry in the form of technical expertise, capital costs or certification costs can be relatively high for these types of suppliers.

Suppliers in the category of innovative specialist suppliers, especially those engaged in technologically complex activities such as electronics and automobiles, must independently invest in research and development to continuously improve their products and participate in joint innovation projects with large enterprise customers. Small business entities create specialized expertise that large enterprises cannot easily replace with internal resources. Barriers to entry for this segment of innovative suppliers are high.

Since very few small businesses in developing countries are capable of developing innovative technologies, the increased degree of specialization between large firms and small business suppliers sometimes leads to the formation of small business clusters, where leading suppliers follow their main large business customers to the manufacturing sites. they go

In conclusion, relationships based solely on low wages and labor standards do not promote technological learning and productivity. Therefore, it rarely creates a basis for sustainable competitiveness. Large enterprises tend to consider building increasingly sophisticated small business supplier networks as long-term investments that can play a critical role in ensuring the global competitiveness of large enterprises. Local small businesses must meet a number of criteria if they are to embark on a "high-road" strategy of technological upgrading that allows small businesses to move into highly competitive activities (Figure 1).

Figure 1. Criteria for the transition of small business entities to activities with high competitiveness



Also, as large enterprises learn to manage local ways of doing business, knowledge of local markets, as well as new advantages, may be lost. Many small businesses, particularly in some underdeveloped countries, cannot meet these criteria. Therefore, special support measures are required and "smart cooperation" in production between large enterprises, small business entities and the government should be established in the development of relations.

The ability and capacity of small business entities to provide world-class services and products in the supply chain reduces the cost of production and dependence on imported materials of large enterprises. As businesses seek to reduce cost and cycle time in an ever-competitive global economy, large enterprises are forced to help develop local suppliers to grow alongside their businesses.

Thus, they are ready to provide a large amount of human and financial resources to strengthen the competitiveness of their small business partners. Research shows that best practices include:

- facilitating access of small business entities to innovation centers of large enterprises;
- assignment of employees of large enterprises, including engineers and management consultants, to small business entities; and
- Phased upgrade of production capacity, from operations and plant location to design capability, flexible manufacturing, ISO certifications and R&D capabilities. Most importantly, large enterprises should cooperate with the government to improve the level of skills.

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Offering the most cost-effective education while bridging the gap between the skills taught in public institutions and the skills required on the job. Such tailored training is an important enabler for small businesses to embrace technology and engage in continuous innovation.

The findings suggest that participation in large enterprises contributes more to competitive skills than basic education, especially when large enterprises provide on-the-job training and cooperative training. State-of-the-art equipment, computer technology and software allow learning to use the same industry-standard tools found in modern businesses. One of the most innovative programs that establish direct connections between large enterprises and small business entities is the global supplier program. The program is a joint effort between the state government and industry and consists of two initiatives: basic skills training and linkages with large enterprises.

In the first part, manufacturing and material suppliers are trained in the essential skills and competencies to adopt and use new technologies. In the second part of the program, large enterprises adopt local small business entities and "capture" them to improve their leadership skills and technologies. This initiative requires an investment of time and commitment by large enterprises and small business entities. The success of this coaching will be evident when the suppliers themselves reach the level of competence to become global players. An important part of the linkage program is the periodic evaluation and review of small business entities by large enterprises.

Research shows that sharing knowledge about market trends with small business entities as well as large enterprises in the upcoming seminar is critical to connecting with their partners. Also, large enterprises help small businesses develop other business opportunities in addition to communication software. This proposal for the development of competitive small businesses will affect the creation of new jobs, income, export and internationalization of enterprises, and will provide basic training and logistics infrastructure.

It is clear from this that it is appropriate to establish a "Business Center" in the regions, and it is envisaged that the center will develop special programs to be ready to cooperate with small business entities and establish communication relations with large enterprises and guide them in establishing strong cooperative relations. Ultimately, the country will benefit from the globalization of small businesses. In general, best practices demonstrated by case studies are based on the principle of subsidiarity. Experience shows that the conditions for success by increasing the competitiveness of small business entities are as follows:

- governments should act as a catalyst by providing logistics and educational infrastructure, continuous improvement, particularly by developing engineering and management skills. A business-friendly environment must be based on meaningful and continuous public-private sector dialogue so that the public sector understands the business needs of large enterprises and small business entities. Investment policies and incentives should be targeted at large enterprises that are committed to growth and willing to enter into supplier development programs.

- public and private sectors, as well as academia, should work together to create "meso" institutions such as centers of excellence to facilitate technology transfer and achieve continuous innovation potential.

- connects businesses working with small businesses to upgrade technology and management by having large businesses act as change agents or host small businesses and mentor them on continuous improvement. In this regard, large enterprises have a great potential to facilitate the universal use of information technology and the possibility of adopting new methods of commercial operations, including e-commerce.

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Studies show that the main reason for the weak linkages of large enterprises with local small business entities is the lack of effective small business entities that can capture new business opportunities associated with foreign direct investment. Barriers to entry for cooperation with large enterprises differ significantly accordingly

1. Type of Partnership Intended: Requirements for suppliers are not the same as requirements for distributors or joint venture partners.

2. Reasons why large enterprises seek to cooperate with local small business entities, to acquire new technologies, use the advantages of specialization, reduce labor costs, etc.

3. Features of industrial activity, technological complexity, capital and scale requirements. For small businesses as suppliers to large enterprises, barriers to entry can be relatively low, especially in technologically simple and labor-intensive activities such as assembling clothes, shoes, and toys. In this activity, low wages and labor standards, externalizing environmental costs or willingness to accept unstable demand conditions may be sufficient to accept as a supplier to large enterprises. Nevertheless, compliance with quality standards is becoming more and more important, especially when production is associated with a company or brand name.

Although supplier relationships are based on cost, as noted above, most large enterprises do not compromise on quality. Therefore, it can be assumed that the standard type of low-wage subcontracting will gradually disappear in global production chains. In this regard, the demand for suppliers in technologically complex activities such as electronics and automobiles is particularly high. Today, there is an increasing demand from partners of small business entities to invest independently in research and development in order to continuously improve their products and participate in joint innovation projects with their customers.

Barriers to entry are relatively low when it comes to large enterprise customers, especially small business entities as franchisees. One of the main advantages of franchising is that it requires less entrepreneurial skills than an independent, non-franchised business. In addition to basic management skills to run a business, entrepreneurs generally have to meet certain quality standards and bear some capital costs associated with investment in an appropriate marketing outlet, as well as a franchise fee.

Regarding small business entities as partners of joint ventures, first of all, it is necessary to distinguish between mandatory and voluntary joint ventures. If foreign investors have to accept a local partner for mandatory national capital reasons, local candidates have to compete only with other local firms and thus the barriers to entry are relatively low. Nevertheless, empirical evidence shows that joint ventures forced on reluctant large firms are rarely successful, and they are often unsustainable once capital requirements are lifted.

It appears that if partnerships are voluntary, local small businesses must be able to identify suitable partners and negotiate favorable contracts for sustainable win-win partnerships. In addition, they must meet minimum performance standards and contribute certain assets to the partnership. They can be technological or based on familiarity with local policies and government regulations and knowledge of local markets. However, in the end, it will enable the formation of competitiveness in this small business entity and its effective use.

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THE ROLE OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP IN ECONOMIC DEVELOPMENT

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Abstract: *In today's globalization environment, small business owners and entrepreneurs are increasingly recognized as drivers of economic growth. Over the past two decades, extensive research on the importance of small businesses to the economy has consistently shown that the creation of new businesses leads to economic prosperity. While playing a critical role in increasing the competitiveness of emerging industries, new small businesses are critical to economic growth and innovation capacity in many regions. Job creation, economic growth, and poverty reduction are usually the main political interests in business. Thus, entrepreneurship is the driving force of the economy, especially due to the innovative nature of entrepreneurs, it ensures the penetration of innovative activities into the production sectors.*

Keywords: *At a time when large firms did not yet have a powerful position, small business was the main provider of employment and, therefore, socio-political stability, and was convinced that the future was in the hands of large corporations.*

More recently, Bryson, Wood, and Keeble studied entrepreneurs in terms of creating new businesses based on their activities. According to him, in order to open new scientific bases in understanding the role of small business and entrepreneurship in economic and social development, they carried out in-depth analysis and research within the topic. Most importantly, the findings and conclusions of this study highlight the economic and social importance of small businesses and private entrepreneurship.

It should be noted that, although entrepreneurship and small business are related, they are far from synonymous concepts. On the one hand, entrepreneurial activity (defined as, for example, opportunity-focused behavior) can occur in both small and large businesses, but also outside the business world. On the one hand, a small business can be a vehicle for introducing new products and processes that change an industry (both as a vehicle for entrepreneurs and for people who run and own businesses for a living), and on the other hand, a small business can also be a vehicle for introducing new products and processes that change an industry.

In the first decades of the last century, small business was both a means of entrepreneurship and a source of employment and income. It was during this period that Schumpeter wrote "Theory of Economic Development" and emphasized the role of the entrepreneur as the main cause of economic development. It describes how the innovative entrepreneur challenges incumbent firms by introducing new inventions to replace existing technologies and obsolete products.

It seems that this is important not only from the point of view of economic efficiency, but also for social and political purposes. At a time when large firms did not yet have a powerful position, small business was the main provider of employment and, therefore, socio-political stability, and was convinced that the future was in the hands of large corporations.

Most economic, psychological and sociological studies show that entrepreneurship is a process rather than a static phenomenon. Entrepreneurship is not just a mechanical economic factor. Entrepreneurship is usually associated with change and choice problems. According to Schumpeter,

"everyone becomes an entrepreneur when he makes new combinations". Therefore, finding new combinations of production factors is a process of entrepreneurial discovery, which becomes the driving force of economic development. These new combinations constitute the best ways to satisfy existing demand or to create new products, often creating current technologies.

The hypothesis that entrepreneurship is related to economic growth finds its most immediate basis in common sense, common sense, and pure economic observation: the activity of transforming ideas into economic opportunities lies at the heart of entrepreneurship. Entrepreneurship is a source of innovation and change, driving productivity and economic competitiveness. Entrepreneurship is closely related to two factors, knowledge and flexibility, and has gained new importance as a source of competitiveness in an increasingly globalized world economy. As a result of the research conducted, two conceptual models were created that show the relationship between entrepreneurship national and local economic growth (Figure 1).

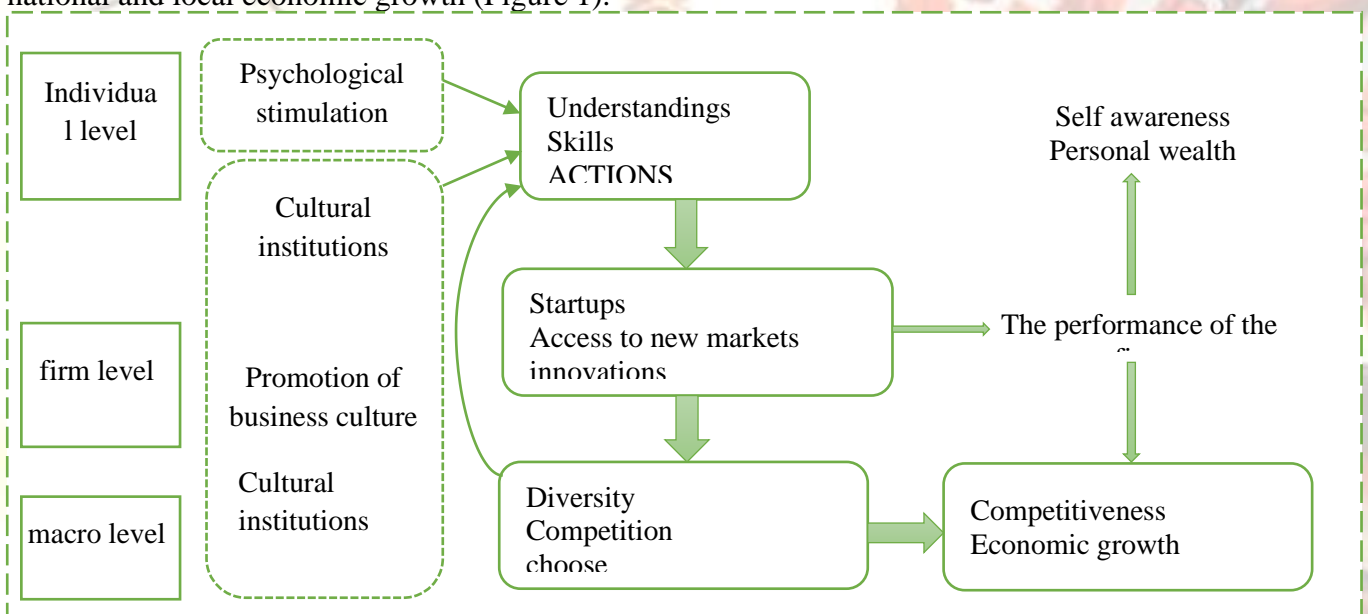


Figure 1. A model of the relationship between entrepreneurship and economic growth

The model presented in Figure 1 allows distinguishing three levels of analysis: individual, firm and macro level. Entrepreneurial activity occurs at the individual level and can always be observed by one person, the entrepreneur. Hence, entrepreneurship is related to individual's attitudes or motivations, skills and psychological abilities. Nevertheless, the individual entrepreneur does not carry out his entrepreneurial activities in a vacuum without time and space, but rather affects the context in which he operates.

Therefore, entrepreneurial motivations and actions are influenced by cultural and institutional factors, business environment and macroeconomic conditions. While entrepreneurship occurs at the individual level, the work to be done is done at the firm level. Startups or innovations are vehicles for turning personal entrepreneurial qualities and ambitions into actions. At the macro level of networks and national economies, the aggregate of entrepreneurial activity constitutes a mosaic of competing experiences, new ideas, and initiatives. This competition leads to market diversification and change—that is, selecting the most viable firms, imitating them, and replacing obsolete firms.

Therefore, entrepreneurship expands and changes the production potential of the national economy through high productivity, establishment of new industries and expansion of industries. Aggregate-level processes, in turn, are related to the individual layer and include important feedback mechanisms for individual entrepreneurs. Entrepreneurs can learn from their own and others' successes and failures, allowing them to improve their skills and adapt their attitudes.

A model of the relationship between entrepreneurship and economic growth can be presented through the Conceptual Framework of Local Economic Development. Traditional analyzes of economic growth tend to focus on large corporations and ignore the innovation and competition that small startups contribute to the overall economy. Unlike most studies, in our study we aim to take the scope of entrepreneurship on a wider international scale, taking into account the cooperation with foreign investors and foreign market entry, and we propose a conceptual model of global entrepreneurship monitoring (GTM). This model takes a comprehensive approach and takes into account the economic contribution of all enterprises within the country (Figure 2).

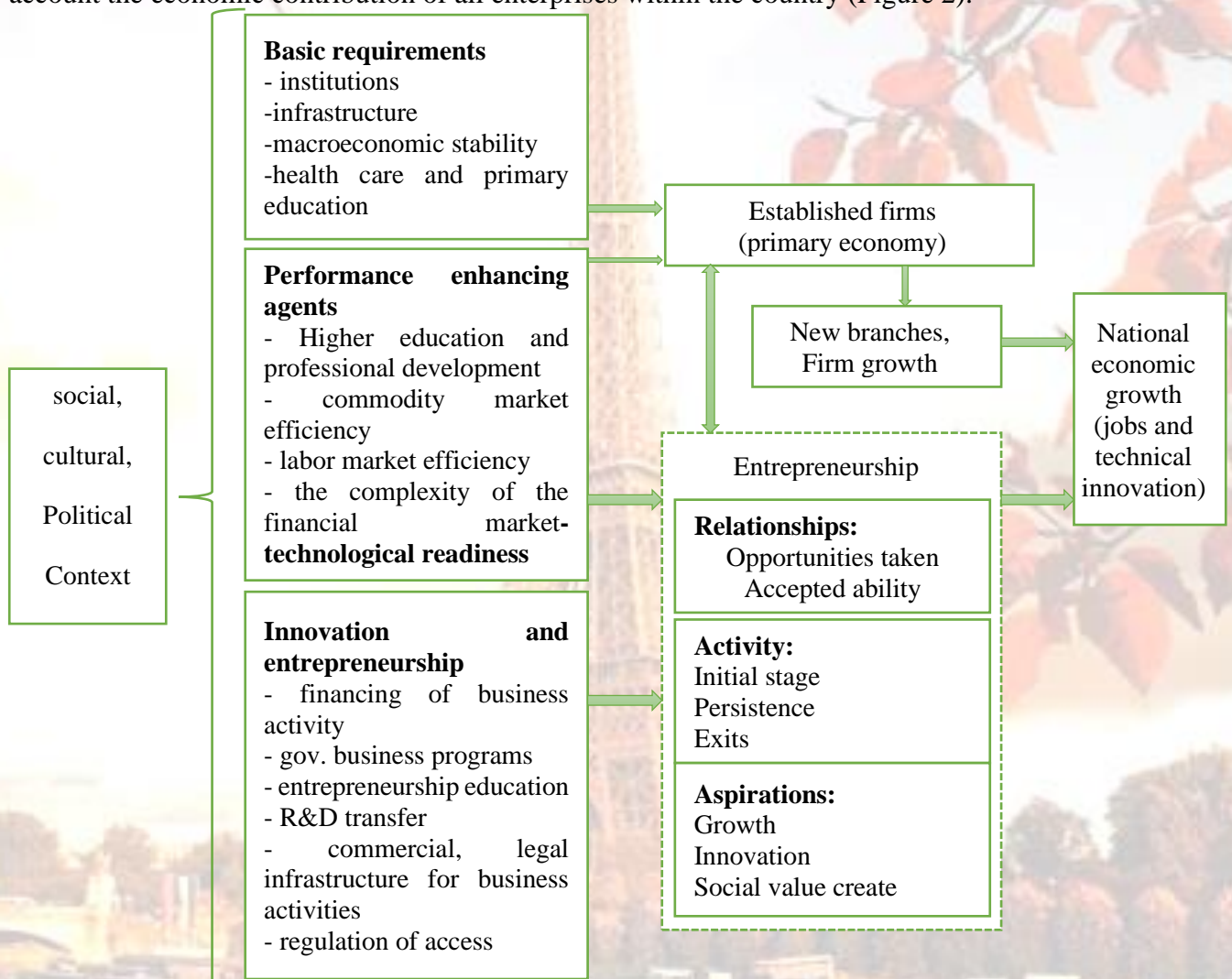


Figure 2. A conceptual model of global entrepreneurship monitoring

In particular, GTM considers national economic growth to be the result of two interrelated parallel activities:

- those associated with established firms (as shown in the upper part of Figure 1.2.2);
- those directly related to the business process (as shown in the lower part of Figure 1.2.2).

This model takes a slightly different angle, analyzing the success of large firms in promoting market opportunities for small firms and the role of entrepreneurship in the creation/growth process as key mechanisms for macroeconomic growth and their complementary nature.

The upper part of Figure 2 focuses on the role of large enterprises. Depending on the national framework conditions, large firms that are usually integrated into international trade markets can facilitate self-expansion and maturity. The economic success of large enterprises tends to create new market opportunities for small businesses through technological spillovers, exchanges, increased domestic demand for goods and services, integration of small business entities into supplier networks, etc.

However, the ability of local firms to take advantage of these opportunities depends to a large extent on the existence of a competitive and vibrant small business sector. The bottom part of Figure 2 shows the second mechanism driving economic growth: the role of entrepreneurship in the creation and growth of firms. The entrepreneurial process occurs in the context of a set of circular conditions. This again depends on:

- emergence and availability of market opportunities;
- to pursue opportunities in terms of ability, motivation and skills of individuals to create firms.

These two factors are influenced by Infrastructure - Demography - Education and training - Culture factors that form a group of factors together for the enterprise to be an entrepreneur.

Although the process of established large enterprises tends to create profit opportunities for small and new firms, these firms can also affect the success of large enterprises. In particular, by becoming competitive and reliable suppliers, small businesses and private enterprises provide a competitive advantage for large firms in global arenas. Both of the above conceptual models point to the importance of the individual level, i.e. the attitudes, skills and actions of individual entrepreneurs.

This suggests that entrepreneurship policies should not focus solely on macroeconomic conditions or the use of finance, which are the most commonly used policy instruments to promote entrepreneurship. Although such policies are important for expanding the base of individuals with incentives and access to the necessary tools to start a business, these policies alone will not be sufficient. On the contrary, the establishment and development of firms largely depends on the entrepreneurial qualities of an individual entrepreneur.

An integrated approach to promoting entrepreneurship at the national and local levels is based on two main pillars:

- a) strengthening of entrepreneurial skills;
- b) improving business fundamentals:

- on the one hand, entrepreneurs do not act in a vacuum, but how they use and use their skills and motivations to turn business ideas into profitable opportunities is determined by existing background conditions;

- on the other hand, entrepreneurship can always be traced back to individuals and their entrepreneurial attitudes, skills and motivation. Experience shows that when such attitudes and skills

are present, adverse conditions cannot completely suppress them and people look for ways to use their ideas. Including:

- strengthening of entrepreneurial skills, with the widespread recognition of individuals as the main agents of entrepreneurial activity, since the origin of any innovation, start-up or entrepreneurial decision depends on one person, one of the approaches to the development of entrepreneurship is to strengthen the entrepreneurial qualities of individuals;

- on the basis of improving the conditions of business foundations, in a stable macroeconomic environment, local physical infrastructure, tax level, quality of institutions, primary education and health care are the factors affecting any economic activity and are looking for ways to solve policy issues that have a direct impact on entrepreneurship.

There are three policy areas important for entrepreneurship: expanding access to finance, facilitating entry and exit of firms, and government support for small businesses. Figure 1.2.3 below presents a slightly adapted framework for entrepreneurship support policies at local and national levels.

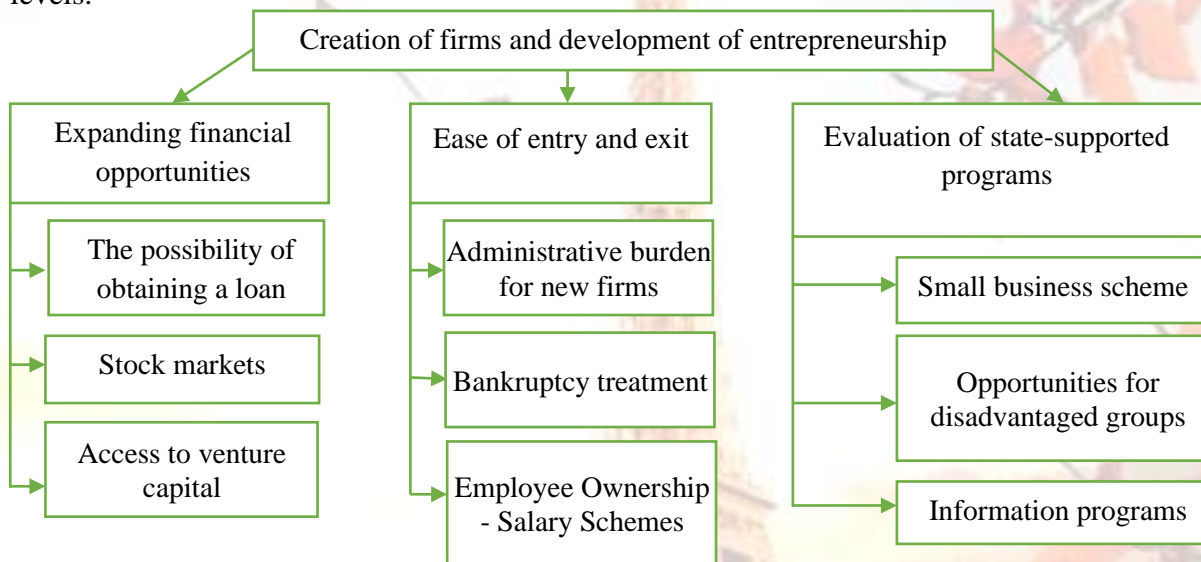


Figure 3. The main directions of the policy of encouraging the conditions of the business base

A friendly environment for opening and developing a business is central to achieving the goals of sustainable economic development, increasing employment at the local and national levels, and achieving social goals. To achieve these goals, small businesses, together with national and local government and other relevant entities, should strive to fulfill a series of goals and recommendations, which include ten main areas:

- education and personnel training for entrepreneurship;
- cheaper and faster launch;
- better legislation and regulation;
- availability of skills;
- improve access to the Internet;
- getting more benefits from the single market;
- tax and financial issues;
- strengthening the technological potential of small enterprises;

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- use of successful e-business models and development of high-level support for small businesses;

- development of stronger and more effective representation of the interests of small enterprises at the union and national level. The above recommendations for small enterprises affect the formation of the entrepreneurial community. Building an entrepreneurial community encompasses the entire process. Entrepreneurial ventures and entrepreneurial failures should be treated more positively. To achieve this, it is important who today's and tomorrow's entrepreneurs depend on. Building an entrepreneurial society, in our opinion, should be based on three main pillars:

- reducing obstacles to business development and growth;
- balancing risk and profit for entrepreneurs;
- formation of a society that appreciates entrepreneurship and has a positive attitude towards entrepreneurship. Entrepreneurship is recognized as an area worth encouraging because entrepreneurial skills and attitudes benefit society. To value entrepreneurship, society must value and celebrate successful entrepreneurs and tolerate unexpected failures.

A positive attitude towards entrepreneurship is especially important in schools, universities, investors, local communities, regions, business organizations, business consultants and the media, where today's and future entrepreneurs are connected. One way to encourage this positive attitude is to present successful models and their presentation¹.

What separates a developing economy from a declining one is not the rhythm of unemployment, but the spirit of innovation. A local development strategy can contribute to the creation of tools that support the creation of new jobs or investment, and can go further by transforming an environment of failure, idleness and destruction into one of confidence, initiative and active planning.

The main difference between a developing economy and a declining economy is dynamism and the ability to innovate, organize, communicate and adapt to new conditions, in a few words, it can be called entrepreneurship. Therefore, the policy of local development should not create new jobs, but should be a factor that serves to create an "environment" that promotes the wide spread of entrepreneurial values, increases employment and the standard of living of the population. In addition to the direct economic impact of providing new services and products and creating jobs, small businesses have a number of important impacts on the functioning of transitional societies through more indirect channels. The development of this sector is important for creating the political and social "environmental conditions" necessary to bring about the desired changes elsewhere in the system.

The small business sector must simultaneously absorb resources and workers from the large business sector and at the same time help create a labor market situation in which the process of reorientation and radical reorganization of the large business sector can be carried out without threatening social peace. One of the surprising conclusions emerging from the research is that the small business sector is not sufficient by itself to drive successful economic growth.

If the surrounding large enterprises are not successfully commercialized (privatization is delayed or carried out in a way that does not disrupt their existing business relations) and general demand conditions are not severely restrictive, it is not possible to expect a significant and sustainable

¹ Prof.dr.Isak Mustafa: "Ndërmarrja në biznesin b ashkëkohor", The Center of Small Business, "Eureka" Peja, Prishtina, 1997 , pg. 266-268.

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growth of small business entities. The small business sector is needed as a source of entry into the large enterprise sector, as a production market, as well as a source of individual entrepreneurial leadership.

In most modern systems, the economic system of large firms and small firms interact in a highly complex relationship of mutual advantage. After the local economic assessment is completed and the vision, goals and objectives are defined, the team must decide on the main areas of programs and interventions, which will become the main part of the strategy. There are many options available, but their selection is limited by the needs and resources of each area.

One of the most effective ways to promote the business environment and the creation of new jobs is to develop local economic development programs aimed at improving the favorable environment for local business and supporting small businesses and private entrepreneurship. After that, the selection will depend on the results of the assessment of the local economy. The directions of the intervention program for the development of the local economy are shown in detail in the figure below.

Entrepreneurship is a driving force for promoting business ideas, mobilizing human, financial and physical resources, establishing and expanding enterprises, and creating jobs. In all countries, the majority of jobs are provided by small and medium-sized enterprises in the private sector, including cooperatives; all these enterprises contribute significantly to providing new jobs to young people. From this, it can be concluded that, on the basis of two new conceptual frameworks that connect the actions of individuals with the macroeconomic sphere, the promotion of entrepreneurship relies on two main pillars of a comprehensive approach, namely, strengthening entrepreneurial skills and improving the conditions of entrepreneurial foundations.

Experience shows that when such attitudes and skills exist, negative conditions cannot completely suppress them, and people look for ways to use their ideas. Based on a diagnosis of the comparative advantages and resource challenges of each area, local stakeholders define and establish a comprehensive strategy to realize the potential, often with the participation of external experts. These strategies are usually expressed around four main axes:

- increase the competitiveness of local firms;
- attraction of domestic investments;
- improvement of human capital or labor qualification;
- building infrastructure. The main goal is to create a comprehensive and balanced local

strategy for the development of small business entities that covers economic activity in a certain area.

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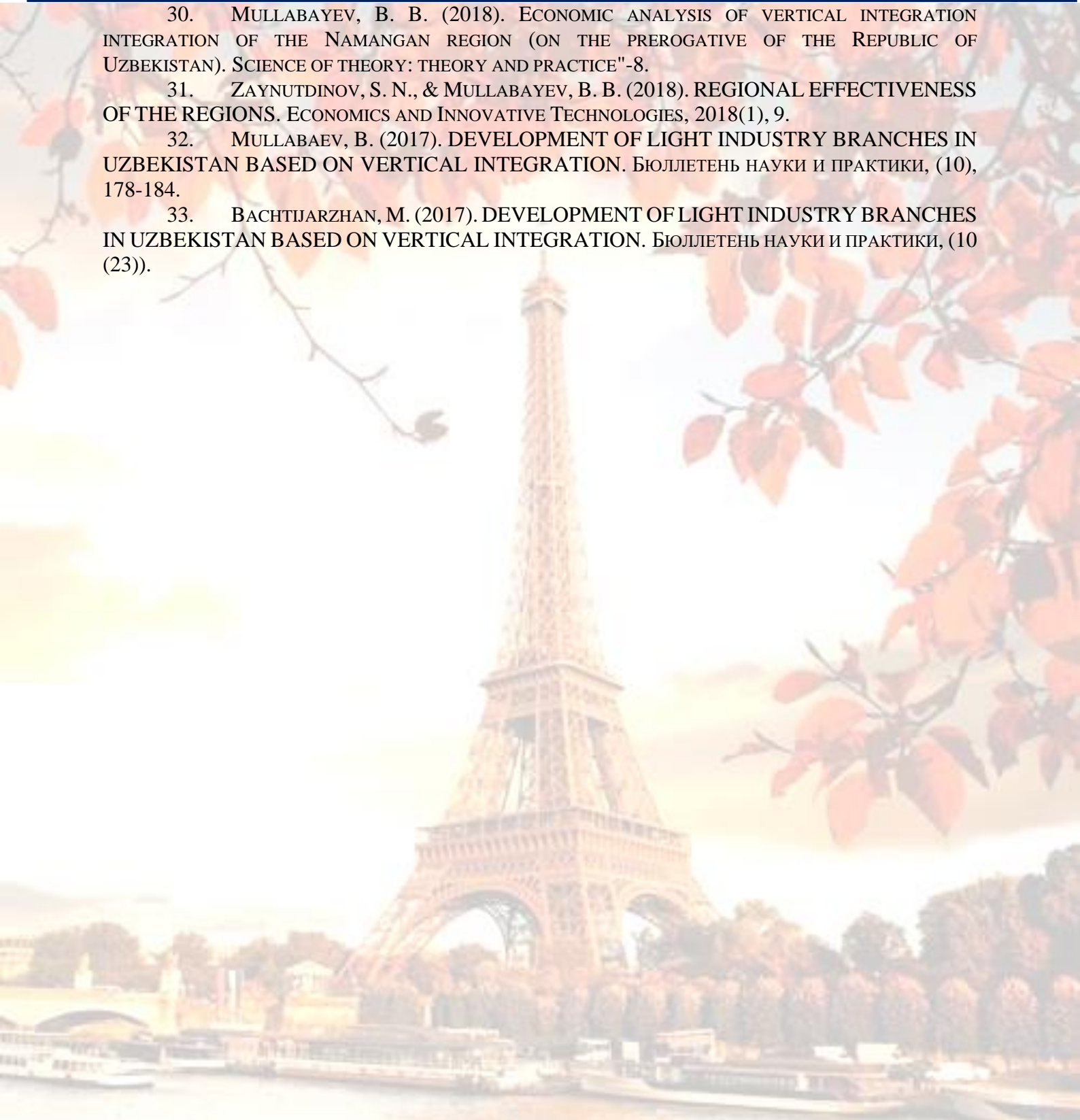
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MODERN TRENDS IN THE FORMATION OF INTERNATIONAL COMPETITIVENESS
OF THE NATIONAL ECONOMY

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Abstract: *The issues of determining the level of competitiveness of the national economy and developing measures to improve it are especially urgent after the global financial and economic crisis caused fundamental changes both in the dynamics of the world economy and in the economic development of large countries. became The changes that took place, respectively, had a significant impact on the level and competitiveness of many countries of the world, as a result of which there were significant changes in the ratings compiled by this indicator. In this regard, in particular, the consequences of the global financial and economic crisis brought to life the process of correcting the methods of calculating the competitiveness index, but in this, the goods and services that are competitive in the world market, which affect the production capacity of the national economy, and at the same time, the factors that increase the well-being of its citizens, are not taken into account..*

Keywords: *Currently, for most of the countries of the world, in the changing conditions, the problems of studying which economies will occupy the first places in the competitiveness rating in the future and which ways of increasing competitiveness will be more effective for this or that economy are being solved.*

Thus, in a situation where there is no general opinion about the future world development, each country must develop a strategy to increase national competitiveness in this uncertain future. Since the problem of increasing competitiveness is closely related to the solution of the most important issues of development, the solution of this issue should be postponed until the next period, when the main trends of the further development of the world economy will be revealed..

Analyzing the economy as a whole and the activities of individual producers is one aspect of the issue of competitiveness analysis. The fact is that with relatively equal scientific-technical, economic, social and other achievements of a given country, its level of international competitiveness may increase, decrease or remain unchanged, because a lot depends on the speed of development and success. Therefore, in determining the level of competitiveness, not only the growth rate and qualitative changes in the country's economy, but also the dynamics of changes in the economy of other countries are important..

Since competitiveness can be determined only by comparing an economic entity with an analogous competitor, it is natural to refer to the comparison of its level with relevant entities in the assessment of the national economy, small business entities of the industry, or individual goods. When assessing the competitiveness of national enterprises and goods/services, their weight and competitiveness to be successful in the market can be assessed by comparing them with foreign enterprises, goods or services, as well as with national enterprises..

Another feature of competitiveness closely related to the previous one is the dynamism and relative speed of the processes affecting its change. There are many factors (internal and external) that influence changes in the competitiveness of firms, industries, their groups, and the economy as a whole. Some factors may be related to long-term impact factors, others are short-term in nature, and

still others are random or one-time. The effect of some factors increases, others weaken or do not affect at all. All these features create additional difficulties in assessing the level of competitiveness and its change. Of course, there are key factors of competitiveness for each stage of economic development (Figure 1).

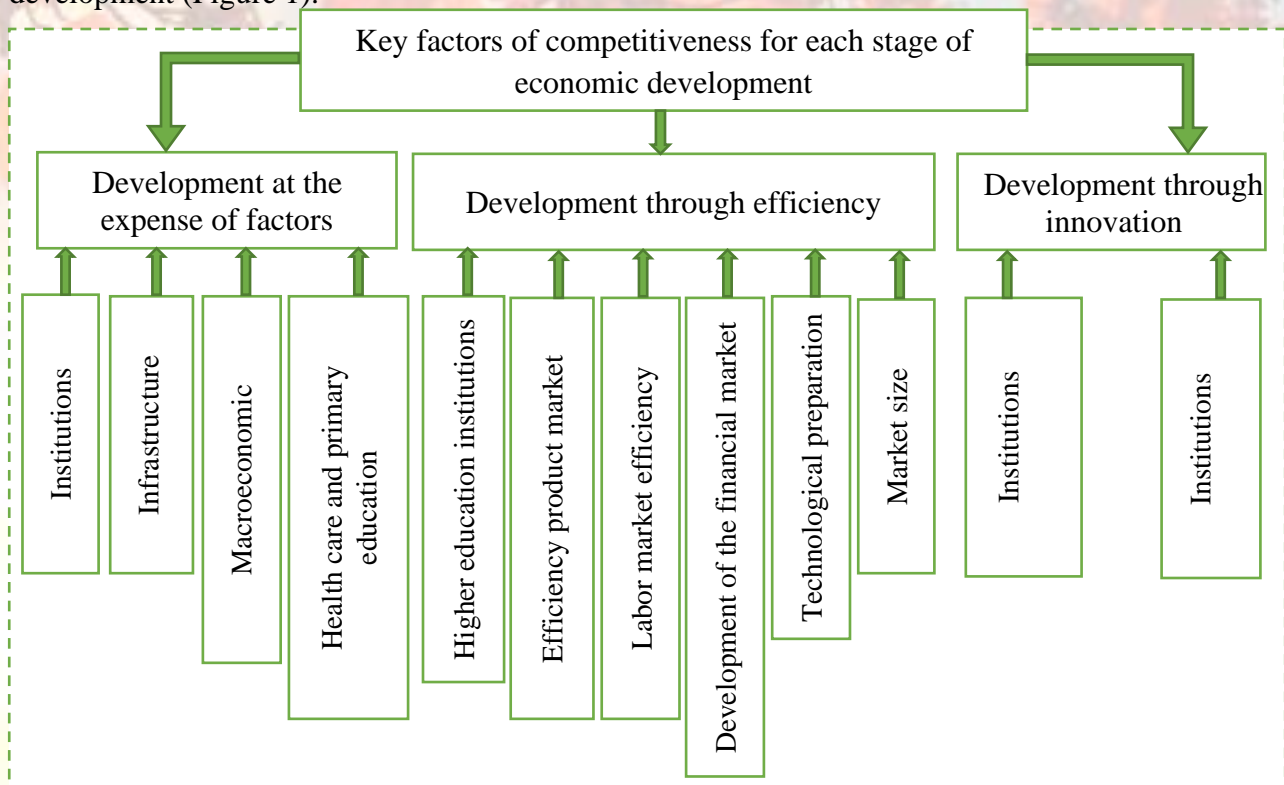


Figure 1. Key factors of competitiveness for each stage of economic development

The concept of competitiveness is applied to various subjects of economic activity, in particular, small business subjects or sectors, countries, as well as individual goods produced. Therefore, the analysis of the problem of competitiveness can be approached at different levels - at the macro level (at the level of the entire economy), at the level of the industry, at the level of the sector or at the level of clusters, small business entities and individual goods. The tiered approach suggests using a certain set of indicators for each tier of analysis and making comparisons based on them.

When forming a system of indicators describing the competitiveness of a product, a combination of quality and price characteristics that ensure satisfaction of the needs of a specific customer is taken into account. Competitor is understood as goods whose set of consumer and cost characteristics determines its success in the market, that is, the ability of this product to be sold on the market in the conditions of a significant offer for the sale of other competing analog goods. Currently, goods with unique consumer characteristics that do not have competing analogues have the highest level of competitiveness.

The competitiveness of goods is a synthetic indicator that reflects the result of many factors, namely, the efficiency of the work of designers, the production activity of the enterprise and its subcontractors, and the work of marketing organizations in the sale of goods on the market. But the

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competitiveness of a product in a competitive market is not only its high quality and technical level. It is the skillful promotion of goods in the market place, the most important thing is to take maximum account of market requirements and specific groups of consumers. A product manufacturer must respond flexibly to market conditions, customer requirements, and competitor behavior. The goods received by the market must not only be produced in the required quantity and delivered to sellers and buyers on time, but also ensure the level of service that is formed in world practice..

Economic competition between countries has intensified over the past few decades. Most every country strives to become an influential and important participant in international economic relations and to take a decent place in the world economic market in order to prevent the main risks caused by globalization. Although there are doubts that states/nations are still competing, this remains the case. When the market is open, not only businesses, but also countries compete.

Since entrepreneurship is only possible under certain governance conditions, at the macro level we have evidence of competition between states for investment, oil, the environment, and "green technology" resources. The experience of the global economic crisis has shown that the countries most vulnerable to external influences are countries with a low level of national competitiveness. Therefore, the topic of competitiveness is very relevant and important for the future development of any country.

Currently, there is no single approach to interpreting national competitiveness as a concept and determining its place in other main economic categories. This issue has now become the subject of foreign and local scientific research. The purpose of the study is to reveal and compare different approaches to determining national competitiveness as a complex, contradictory economic category.

The main reason for the multiplicity of definitions of national competitiveness is the complexity of the term; its composite character; moreover, the concept of the category itself is the framework of the system. Competitiveness is a complex multidimensional concept. It reflects the favorable position of the national economy, mainly in the field of international trade, and at the same time, the ability to strengthen this position. On the other hand, the competitiveness of the national economy is the aggregated expression of economic, scientific and technical, organizational, management, marketing and other capabilities implemented in goods and services, which successfully insures their competitive opposite foreign goods and services in the domestic market..

National competitiveness is the state's ability to achieve high rates of economic growth, to ensure stable growth of real wages, to create new jobs in the future, and to promote local firms represented by high-performance clusters in the world market. This competitive ability to adapt to changes in the world market is based on investment volume, innovation capacity, production capacity and other economic factors. However, their indicators must be combined with political and social factors that also affect the performance of the national economy in the world market. Analysis of the economic development of world countries through the prism of national competitiveness made it possible to develop the following models of increasing national competitiveness (Figure 2).

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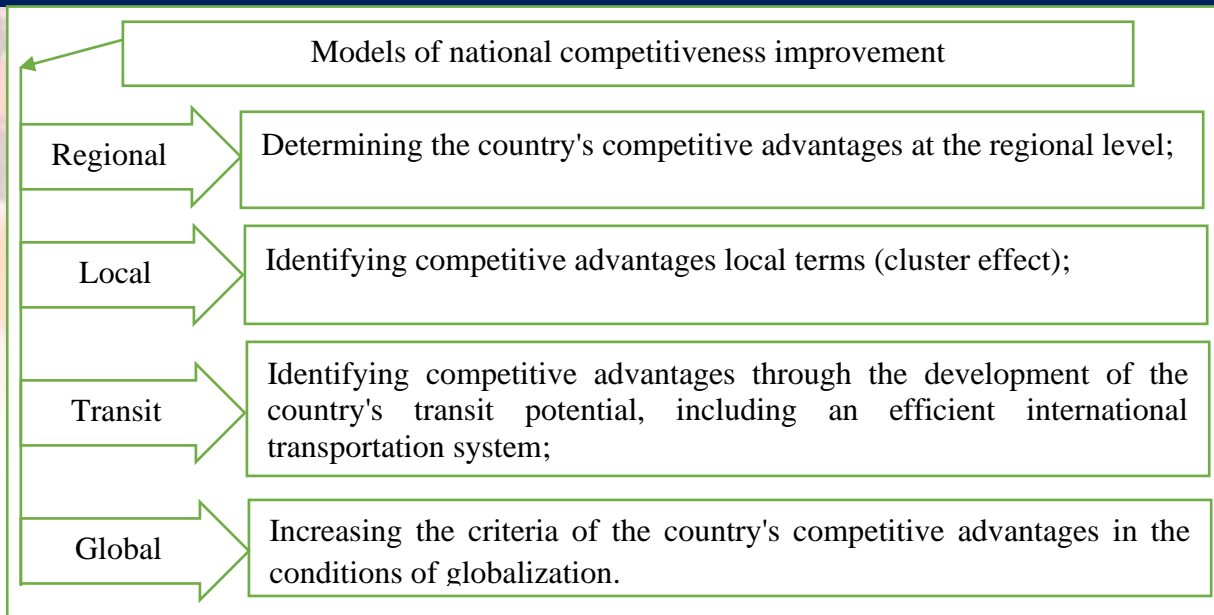


Figure 2. Models of national competitiveness improvement

Thus, the same steps can be applied to review and assess the national competitiveness of any country. The issues of determining the level of competitiveness of the national economy and developing measures to improve it became especially relevant after the global financial and economic crisis caused fundamental changes in the dynamics of the world economy and the economic development of large countries. The changes that took place, respectively, had a significant impact on the level and competitiveness of many countries of the world, as a result of which there were significant changes in the ratings compiled by this indicator..

In addition, the consequences of the global financial and economic crisis brought to life the process of correcting the methods of calculating the competitiveness index, which, as it turned out, affects the ability of the national economy to produce goods and services that are competitive on the world market, while improving the well-being of its citizens. did not take into account the factors. Some changes to take these changes into account have been included in studies published in the post-crisis years, but these methods can be expected to undergo more substantial changes later.

Currently, most of the countries of the world are trying to solve the problems of learning which economies will take the first place in the competitiveness rating in the future and which ways of increasing competitiveness will be more effective for this or that economy in changing conditions. Thus, in a situation where there is no general opinion on the future path of world development after the emergency, each country must develop a strategy to increase national competitiveness in this uncertain future..

Since the problem of increasing competitiveness is closely related to the solution of the most important issues of development, the solution of this issue ensures the stable economic and social development of any country and the achievement of a high standard of living of the population in the post-crisis period, when the main trends of the further development of the world economy are revealed.

Competitiveness is a characteristic of an efficient enterprise, which is related to the competitive process in which companies compete with each other. The competitiveness of small

business entities is defined as their ability to work in a competitive environment. It is the ability to design, produce and sell products and services in the market where similar products and services are offered by other business entities. Thus, multifaceted competition between entities is a characteristic of the market, which is the use of resources to transform them into products and services that meet the needs of a wide range of consumers. Being competitive ensures the sustainable development of small business entities.

Factors determining competitiveness are divided into external and internal factors. External factors arise from the fact that enterprises are affected not only by the competitive environment, but also by the general, macroeconomic, mesoeconomic and microeconomic environment. Internal factors are related to the ability of enterprises to develop their competitiveness. Explanations in this regard are provided by modern trends in the theory of enterprises based on resource, competence and knowledge. Classical cost management strategies focused on differentiation and key external factors, mainly market factors, but were not the basis for sustainable competitiveness of small enterprises.¹

Internal capabilities, which are the key to the competitiveness of small business entities, occur at both the strategic and organizational levels. First of all, it includes the ability of the enterprise to achieve a special position in the market, which gives it a cost advantage or an advantage in product diversification, as well as the ability to use it effectively. Thus, it is the ability to identify emerging opportunities and formulate an effective strategic response. Key organizational capabilities include knowledge, innovation, productivity and human resources². It is important to ensure the competitiveness of small business entities and the continuity of their activities, and in this regard, we think it is appropriate to present a conceptual model reflecting the factors that shape the competitiveness of small business entities in international markets (Fig. 3).

¹ Zvirblis, A., & Buracas, A. (2012). Backgrounds of aggregated assessment of SMEs competitive advantage determinants. *TEM Journal*, 1(4), 213-220.; Karpacz, J. (2011). *Determinanty Odnowy Strategicznej Potencjału Małych i Średnich Przedsiębiorstw*. Warszawa: Oficyna SGH.; Man, T. W. Y., Lau, T., & Snape, E. (2008). Entrepreneurial competencies and the performance of small and medium enterprises: An investigation through a framework of competitiveness. *Journal of Small Business & Entrepreneurship*, 21(3), 257-276. <https://doi.org/10.1080/08276331.2008.10593424>.

² Wach, K. (2017). Orientacja przedsiębiorcza a wiedza w początkowym i dojrzałym etapie procesu internacjonalizacji przedsiębiorstw. *Studia Ekonomiczne. Zeszyty Naukowe Uniwersytetu Ekonomicznego w Katowicach*, 319, 268-282.

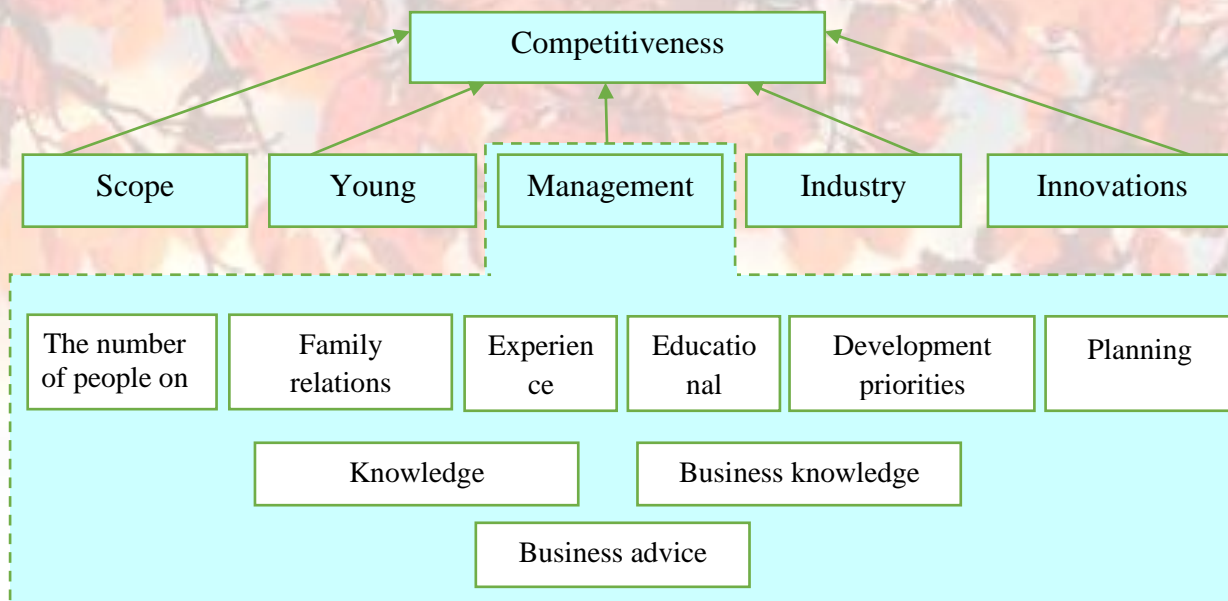


Figure 3. Factors determining the competitiveness of small enterprises - a conceptual model

In accordance with the currently dominant resource-based approach to the development of enterprises and the formation of their competitiveness, and the competence-based theories of the firm, a total of fourteen factors were allocated for research purposes: the age of enterprises, the level of management, the field in which enterprises operate, and innovation. Among the factors related to management, the following stood out: the number of people on the board of directors, family relations between the management, the experience of managers, the educational profile of managers, the level of business knowledge of managers, the ability to absorb business knowledge, the priorities of business development, the form of planning and business consulting.

Development of the business knowledge base, directing and improving the management level, as well as increasing the capacity to absorb knowledge and using it to form the competitiveness of enterprises may require external assistance in the form of state aid or professional business consulting.

The role of business consulting in the management of small business entities has a positive effect on management and business efficiency. On the other hand, there are also studies that show the limited influence of business consultants on the direction of development of managers and business competitiveness. Therefore, it is important to study the impact of business consulting on management, including the creation of knowledge in the field of management and the formation of competitiveness of enterprises.

Business consulting is one of the elements of external support for small business entities. Its purpose is to help managers and businesses achieve their goals by solving management problems, identifying and using new opportunities, and learning and implementing changes. It involves the transfer of information about running a business in terms of current and strategic management and serves as a potential source of competitive advantage. Its scope covers management areas such as organizational structure, marketing and market analysis, accounting systems, motivation and personnel policy, planning, innovation, etc.

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Counseling services take various forms, from general education to coaching through specialized training provided by professional consultants in the public or commercial sector. Sources of business advice are usually accountants, suppliers, bankers, customers or other business partners. Because the general approach to management in small businesses is usually informal, entrepreneurs often use inexpensive and readily available informal sources of advice, including friends, family, or other advisors in their environment.

The benefits of business consulting in enterprises can be divided into "soft" and "hard" things that arise as a result of business support in solving problems, forming development strategies or improving management skills, and obtaining positive economic and market results. Regarding the formulation of competitiveness as a benefit arising from business consulting, it is possible to distinguish between direct and indirect effects.

Direct impact refers to providing strategic advice to improve the innovation, growth and development of small business entities. On the other hand, the indirect impact includes strengthening the relationship between the knowledge of the enterprise and its managers useful for strategic management, business support in the form of solutions and processes aimed at increasing management experience and practice, the formation of managers' knowledge and development strategies.

External consulting services seem to be necessary for small business entities as such services help them overcome many obstacles, help them survive and achieve market success. This is because they have small and limited resources, particularly knowledge and skills, as well as management experience that directly affects the challenges they face. The use of external sources of business advice is usually motivated by a gap between the internal resources of business knowledge and the resources needed to achieve business goals. This seems to be particularly important for innovative enterprises operating in international markets, especially when their competitive situation is perceived as dependent on effective access to knowledge resources. The use of business consulting provides the opportunity to diversify due to the specificity of the business, market, technology, sector or geographic location.

Attributes of small business entities related to the scale, in particular, low awareness of the availability of consulting services, difficulties in assessing the quality of consulting services, unclear benefit/price ratio may create barriers to the use of business consulting services, and therefore, there is less interest in such services among small business entities. These barriers are usually higher in small enterprises than in large enterprises and are mostly internal in nature.

Among the factors that determine the positive relationship between the use of consulting services and the level of knowledge of enterprises and their competitiveness, there are factors describing the manager (education and age, position in the enterprise), factors related to the enterprise (scale of activity, age, field, location, activity profile) and factors related to the direction of development (having a development strategy, knowledge gap) should be highlighted. These factors and their interrelationship help differentiate the small business sector.

In order to assess the importance of business advice for the competitiveness of small business entities, the concept of knowledge absorption can be useful. In management research, knowledge assimilation is defined as the ability of enterprises to recognize the value of new knowledge, assimilate it and turn it into a commercial result. It is a dynamic capability because it can influence the achievement of competitive advantage in a dynamic environment by supporting the process of innovation and strategic flexibility, among others. Todorova and Durisin distinguish five components

of the ability to absorb knowledge, such as the ability to evaluate, acquire, assimilate, transform and use external knowledge.³

The use of business knowledge to increase the competitiveness of small business entities in international markets forces them to face greater challenges, as they usually do not have an appropriate management structure or professional managers. Recognizing the value of the advice provided, as well as the ability to absorb, analyze, interpret and understand it, plays an important role in this. These are especially important and skills are hard to come by in technologically advanced and innovative industries.

Distinguishing these capabilities is important for assessing their unique contribution to innovation and the competitive advantage of firms—it helps to explain why firms differ, why some are more effective than others in acquiring and exploiting knowledge. For this purpose, in order to show how there is a connection between business knowledge and the achievement of innovation, in our opinion, it is appropriate to present a model of business consulting and the ability to acquire business knowledge (Figure 4).

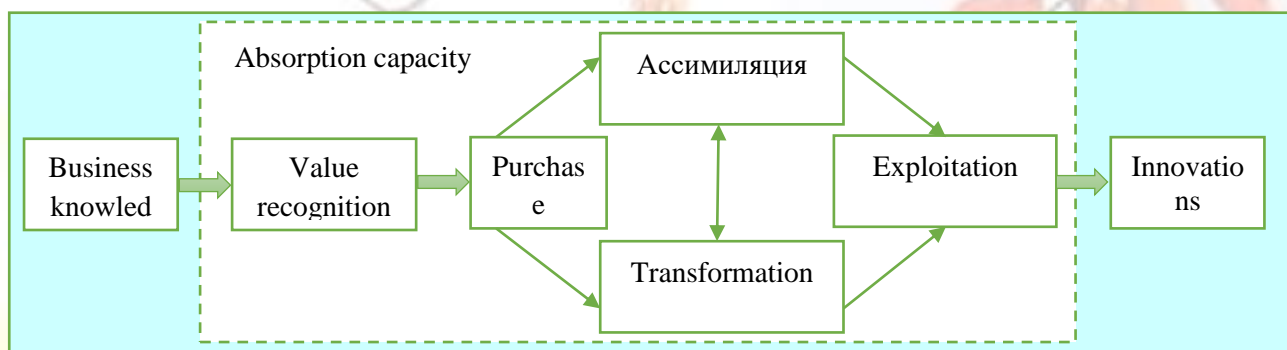


Figure 4. Ability to acquire business advice and business knowledge

The ability to transform business consulting information refers to the ability to integrate existing knowledge with consulting knowledge, expand the knowledge base, change it, and develop processes that allow for synergy. This, in turn, means the ability to use this knowledge resource to improve existing management powers or create new ones (including powers to create development strategies or develop innovations).

The results of the conducted research show that the use of business consulting expands the range of factors that determine the competitiveness of enterprises. The level of competitiveness is crucial in assessing the role of business consulting, because consulting services can be considered as an effective factor in increasing the competitiveness of enterprises characterized by high competitiveness, that is, a high level of competitiveness contributes to business efficiency. Enterprises characterized by low competitiveness were able to significantly improve their competitive position as a result of business consulting.

³Todorova, G., & Durisin, B. (2007). Absorptive capacity: Valuing a reconceptualization. *Academy of Management Review*, 32(3), 774-786. <https://doi.org/10.2307/20159334>

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Among the characteristics that may affect the relationship between business consulting and the competitiveness of enterprises are factors related to governance. Relatively, the most favorable conditions for increasing the competitiveness of enterprises as a result of the use of consulting services occurred in enterprises with experienced managers characterized by extensive professional experience. High level of business knowledge and ability to assimilate business knowledge, along with development direction and business plan, have been shown to be highly profitable businesses through greater collaboration with consultants.

Also, in terms of the impact of business consulting on increasing the competitiveness of enterprises, the professional experience of the distinguished managers, the level of their business knowledge, and the existing competitiveness. confirms the diversity of enterprises, their ability to absorb business advice, the extent of the consulting process, and the level of management of business consulting, that is, their large groups that benefit most from business consulting. As a result of business consulting, small business entities improved their ability to acquire business knowledge, and ensured an increase in their competitiveness.

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**CLASSIFICATION OF FACTORS AFFECTING THE DEVELOPMENT OF
SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP**

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Abstract: The process of forming a small business in the Republic of Uzbekistan and its regions is of great importance today. Finally, in the conditions of unstable economic relations and crisis economy, in general, small business is one of the means of solving many socio-economic problems. This, in turn, has been confirmed in the context of the Covid-19 pandemic, which has suddenly appeared all over the world. The analysis shows that small business and private entrepreneurship contribute to the weakening of monopolistic tendencies in the national economy by developing intra-industry competition.

Keywords: A special role of small business is to support and develop certain sectors of the industry, including trade, service and catering.

Since the state focused on large-scale production during the command economy, these sectors were extremely poorly developed. Deformation of the network structure of the national economy can be eliminated in many ways through effective small private entrepreneurship. However, despite all the positive developments, small businesses face many obstacles.

Property relations prevailing in the society affect the socio-political system, economic development, formation of interests of different social strata. They form the economic system of the country and the network of institutions that ensure its activity. The concepts of "business" and "entrepreneurship" are synonymous. Entrepreneurship is considered as an innovative, risk-based activity of individuals aimed at creating wealth, the purpose of which is to make a profit. Accordingly, an entrepreneur should be a strong-willed, enthusiastic, creative, goal-oriented, ambitious and persistent leader, able to organize his own business, attract other people to its implementation, and effectively combine various resources.

In carrying out the research, the criteria specified in the Law of the Republic of Uzbekistan "On Amendments and Additions to the Law of the Republic of Uzbekistan "On Guarantees of Freedom of Entrepreneurial Activity" are used. The use of two indicators of this document - the number of employees and the amount of annual income - is quite sufficient for practical purposes. In our opinion, it is not necessary to distinguish the number of employees by industry, because it is very difficult to objectively assess the optimal size of small business entities in different sectors of the economy. A single universal criterion significantly simplifies the characteristics of small enterprises.

The role of small business in the Republic of Uzbekistan largely depends on the country's economic model. The republic's individual and collective values are compatible with a multi-party political governance system and a market economy with limited state intervention. This, in turn, means that the model of the Republic of Uzbekistan is primarily evolutionary, based on the political, economic, climatic, historical, cultural features of the country's development, and in no case will it be a copy of another model. In our opinion, it is appropriate to make calculations in order to know the exact number of small business entities necessary for the competitive development of the local economy.

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For the development of the country's economy, it is more important to focus the attention of the State on the implementation of fundamental economic changes. As a result of this tactic, a number of small business entities that are optimal for the effective functioning of the national economy will appear in the Republic of Uzbekistan in the early periods of independence. The center of gravity of entrepreneurial activity gradually began to shift to the small business sector, which was reflected in a significant increase in the number of small business entities, increasing their impact on national income, employment and competition.

The number of small business entities in the country is increasing every year. Small enterprises in the Republic of Uzbekistan are private, collective, state (partnership) and mixed ownership forms, and the share of small business entities is increasing in almost all sectors of the economy, except for trade, catering and logistics. Small business entities are established in sectors where capital quickly pays off and does not require large material costs and investments for business operation, and many small business entities engage in several activities at the same time.

Currently, there is a very uneven distribution of small business entities by region in the Republic of Uzbekistan. It is determined by various regional conditions, in particular, economic potential, resource provision, specialization of regions, level of investment activity, state of market infrastructure, relations between state bodies and business structures. These regional characteristics should be taken into account when developing state support measures.

When comparing the data on the development of local small business with other countries, it should be noted that in 2021, the share of small business in the GDP in our country was 54.9%, for comparison, the share of small and medium business in the GDP of developed countries was 50-60%. It can be seen that this figure is equal to 51% in Poland, 53% in Germany, 60% in Finland, and 63% in the Netherlands.

Small business entities face various macroeconomic and microeconomic obstacles in their activities. The first group includes: the instability of the tax policy. Today, the tax system of our country has a certain influence on the development of entrepreneurship. According to our calculations, more than 80 percent of the income of small business entities is withdrawn in the form of various taxes and fees. The modern tax system does not allow enterprises to invest, and also creates the most favorable conditions for their departure to the shadow sector of the economy. Business activity cannot fully develop due to the absence or imperfection of laws regulating it.

There are administrative obstacles in the development of small business entities, a large number of laws, regulatory documents, instructions confuse entrepreneurs, they spend a lot of time studying changes in legislation and forcing them to implement them in their activities. Limited domestic demand and strong competition in the domestic market. A massive rise in unemployment, wage and pension arrears, and falling incomes due to inflation and interest rate hikes. This, in turn, causes small businesses to lose the main consumers of their products.

The weakness of the mechanism of financing and crediting the activities of small business entities, high interest rates and insufficient information and consulting services, and the imperfect system of training and retraining of personnel for entrepreneurship are delaying the development of this sector. In addition, low investment activity and instability in small business entities discourages entrepreneurs from investing. Most small businesses do not have the funds to invest, because loans are very expensive and short-term, and most of the profits go to taxes.

In addition, despite the large number of infrastructure facilities, their role in the development of small businesses is still very small. Effective cooperation and exchange of information between

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various organizations supporting small business entities and small business entities has not yet been established. The high cost of credit resources and limited state financial resources significantly limit the possibilities of the deputy. This, in turn, forces small businesses to move from having to rely mainly on their own funds and capital from individuals to the underground economy.

As a result, small businesses are increasingly using contract-free practices to minimize taxation, as well as moving their operations to cash. Often, small business entities are forced participants of the underground economy, where tax pressure is carried out by the state bureaucracy and others.

The trends of small business development are directly affected by the negative dynamics of the main macroeconomic indicators. A constant decrease in GDP leads to a decrease in the state's internal financial resources, working capital of economic entities, and a decrease in the purchasing power of the country's population. Small business opportunities in the market are in some cases significantly limited by the high share of barter in turnover.

Underdeveloped leasing and franchising significantly narrows the scope of business financing. Due to the high cost of leasing payments, small businesses cannot afford to rent the equipment they need. Therefore, it is necessary to create conditions for the emergence and formation of leasing companies, as well as to encourage banks and other financial institutions to participate in leasing relations. Among the microeconomic factors that have the greatest impact on the development of small business, we can highlight the following: time; ownership; financial capabilities of the enterprise; types of products produced, quality and demand for it; the chosen strategy of the enterprise, its organizational structure; personnel policy; access to commercial information; management skills to manage business professionally; the level of compliance of customers with terms of contracts and payment discipline. In the unstable economic situation, local small business entities need the timely implementation of the adopted programs, laws, and decisions.

In the development of reforms, small business entities that perform the most important socio-economic tasks, such as ensuring the balance of demand and supply in the market of goods and services, have a special place. In addition, small business entities provide an opportunity to create additional jobs, stimulate the economic initiative of market participants, rationally use resource potential, and solve many economic, social and economic problems. Small business in the Republic of Uzbekistan actually has its own characteristics. In the conditions of structural changes of the market, certain conditions are necessary for the formation of effective entrepreneurship, and economic, social and legal factors can be included as the main ones.

Economic conditions are primarily made up of the supply of goods and their demand, consumption and purchasing power of the population, excess or lack of jobs, and labor force. It should be noted that the task of providing economic conditions for small business is assigned to many organizations that make up the market infrastructure. Such organizations include: banks, exchanges, insurance companies, leasing companies, consulting firms, regional employment centers, etc.

Equally important are the social conditions of the formation and development of a small business, which determine the attitude of a person to the workplace, which in turn affects his attitude to wages and working conditions offered by the business. An entrepreneur should enjoy business. It participates in solving social issues related to the health of its employees, maintaining jobs, and developing the socio-economic sphere. Training of personnel, retraining in general, training of entrepreneurs plays an important role in the formation of entrepreneurship.

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Any business activity is carried out in an appropriate legal environment. Therefore, it is important to create the necessary legal conditions. This is, first of all, the existence of laws that regulate business activity and create the most favorable conditions for its development. Legal norms: include a simplified and accelerated procedure for establishment and state registration of enterprises, protection of entrepreneurs from state bureaucracy, improvement of tax legislation in the direction of promoting effective business activity.

When justifying the economic mechanism of entrepreneurship development, it should be considered as a process of personal or systematic self-renewal and self-organization through the life and embodiment of all spheres of activity and forms of property. In this process, individuals and organizations interact with the micro and macro environment in which they operate interact within the dynamic balance of economic and social interests, but entrepreneurship is an important source of economic development and economic reproduction.

In developed countries, small business is the basis of the market infrastructure, which mainly determines the rate of economic growth and the quality of the gross national product. A well-developed small business can compensate for the contradictions between public administration and self-development of the market. The small business sector also plays an important role in the mechanism of socio-economic reproduction. Its presence in all types of economic activity, without exception, indicates the presence of businessmen with promising projects in this field.

It should be noted that more than half of the most important inventions of the 20th century were made by independent inventors or small firms. The most vivid example of the role of small business in scientific and technical discoveries was the creation of a personal computer by two talented and enterprising engineers - Steve Wozniak and Steve Jobs. Based on it, Apple has become one of the largest companies in the computer business. Based on the experience of these companies, small business improves its participants, especially the organizers, special and commercial professional skills.

Changing workplaces, especially for employees, and developing relevant skills is typical for those working in small and medium-sized businesses. All this serves the development of the mobile labor market, especially in rural areas. In the current changes in the economy of the Republic of Uzbekistan, the development of small business is affected by specific factors, in particular, the lack of a consistent and balanced economic policy of state bodies, and not always reasonable actions of local authorities. According to the level of influence, it is possible to distinguish the factors that help the formation and development of small business and those that hinder its development.

We believe that various conditions and factors affect business activities and require management decisions to eliminate or adapt them. The set of conditions and factors determining the principles of small business is defined as the business environment. Based on this definition, in our opinion, it is appropriate to define that "Business environment is a whole set of objective and subjective factors that allow entrepreneurs to achieve success in achieving their goals." The business environment is usually divided into the external environment, which is independent of the entrepreneurs themselves, and the internal environment, which is formed directly by the entrepreneurs themselves. When studying the structure of the external business environment, it is necessary to take into account the nature of the relationship between the business entity and the elements of the environment.

In this, we can identify a number of elements that are not subject to direct management actions by the firm and cannot adequately respond to its actions through indirect actions. In particular, a small

business is not able to directly influence the nature of competitors, but creates certain conditions of competition by forming the quality of the products it produces, implementing a certain price policy, and taking measures to strengthen its reputation and public recognition. Thus, the business system has a significant impact on all participants of the competitive process, which is indirectly spread through the means of marketing activities. Such an impact is felt by the market and requires an adequate response from its various participants.

The external environment, in turn, consists of two elements: micro and macro environment. The microenvironment has a significant formative effect on the style and nature of entrepreneurial activity. The microenvironment reflects market processes and the most important market fluctuations. The most important feature of the macro-environmental factors is the impossibility of having any effective influence on them by the regional market entities and the need to adapt to the conditions created by these factors. Macroenvironmental factors form a certain limited segment, which requires active adaptation by business structures.

Also, the macroenvironment is formed under the influence of many factors, such as natural, demographic, economic, ecological, scientific and technical, legislative, national, and others. These factors have different effects on different aspects of production and business activities. The classification reflecting the macro environment can be based on five groups of main factors that determine different directions of development of socio-economic relations in business (Figure 1).

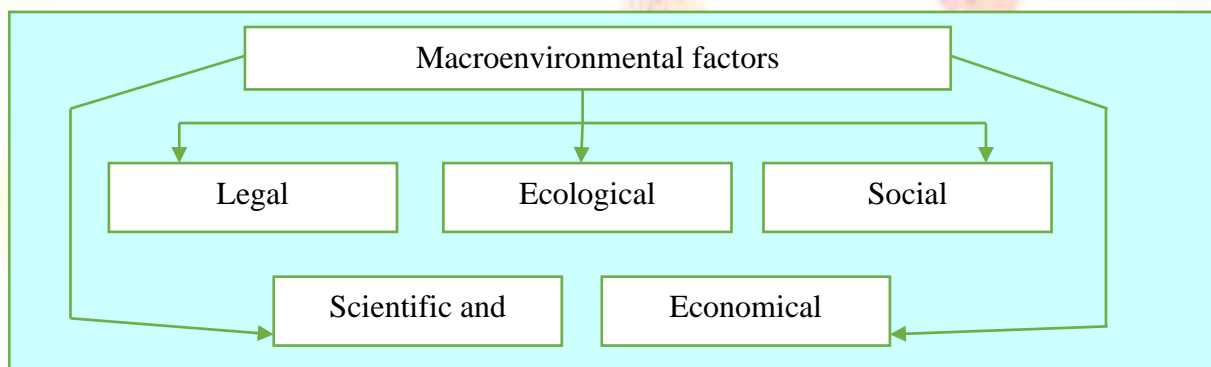


Figure 1. Development factors of socio-economic relations in entrepreneurship

The group incorporating scientific and technical factors reflects the level of scientific and technical development, which imposes technical and technological limitations on a certain type of business. Almost all areas of business in the territories of the republic are limited by the level of development of information technologies. As mentioned above, economic factors determine the amount of money that a consumer can direct to a certain product market and form the demand and capacity conditions of the market. The impact of these factors determines the composition of demand, which will be affordable for various types of goods with a number of consumer benefits.

Economic factors affect the labor market, determine its condition, which in turn affects the formation of wages. The characteristics of the development of the production sector can also be included in the factors of economic activity. It is important to consider two sectoral and regional aspects of the development of the production base. In the network aspect, the production, technological and organizational hierarchy of the network structure, its retrospective dynamics and prospects are studied. Regional - it is necessary to study the characteristics of the location of

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production forces and specific production infrastructure, to determine the supply structure within a certain region, the characteristics of the material and technical base of production processes that affect the efficiency of production and all economic activities.

The formation of the economic situation in the republic and its territories is influenced by political factors, which are sometimes considered as independent environmental factors, but their influence on specific business conditions is usually manifested by other factors, including economic, business parameters. The political situation also affects other environmental factors. The biggest "political push" is experienced by the legal environment. Contradiction of laws and other regulatory legal documents is, as a rule, the result of political processes, interest lobbying, social and political pressure.

Political factors affect the environmental situation, in particular, in the form of protectionism against social movements in the struggle for the preservation and restoration of the territorial environment. Thus, political factors extend their influence through economic, legal or other features. This, in turn, makes it impossible to select these factors as independent factors. Environmental factors represent the relationship between society and nature, and they include three independent subgroups: natural - climate, natural resources and ecological.

Natural-climatic factors represent the specific characteristics of the geographical location of the consumer market and the demand for a specific product (works, services) that satisfies the business structure. It is necessary to take into account both types of such factors, because the natural conditions in which the consumer and the entrepreneur operate may not match. Natural resource factors relate to the availability, quantity, quality, and behavior of all types of natural resources used in business, including land, natural raw materials, water, fuel, and energy.

Environmental components represent the level of pollution of the ecosystem surrounding the consumer market. The influence of environmental factors is manifested both in the fixed level of environmental pollution and in the form that determines the type of social behavior in relation to environmental problems. Social factors of the external macroenvironment include two subgroups:

1) those that have material form;

2) those who do not have such a form. The first subgroup presents specific objects of the social infrastructure of a certain regional market. These are engineering support, cultural and household sphere, public transport, protection of public order, territorial and local state authorities. their presence or absence forms the conditions for determining the method of business activity, its scope and territorial specificity.

The second subgroup includes factors of the socio-spiritual sphere, which shape the psychological climate, social preferences, tastes and preferences. Historical traditions, moral standards, type of social system, worldview and moral principles can be distinguished in the socio-spiritual environment. Socio-spiritual environment includes national, racial, religious characteristics of the consumer. However, in our opinion, this list of macro-environmental factors should be supplemented with several more, namely international, political, geographical, national-cultural and regional factors. International factors have a special place in the foreign economic activities of enterprises in the region, because they determine the possibilities of conducting commercial operations with a country.

The main participants in international economic relations are large corporations. However, increased competition, increased requirements for product quality, and increased research and development costs are forcing large enterprises to open branches in different countries, taking advantage of their

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advantages (labor costs, availability of local raw materials, tax policy, etc.). In this case, corporations join forces with small businesses.

It is very difficult for a small business to enter the international market independently. In this sense, it is appropriate to organize their associations, which is especially confirmed by their high access to the international market. Because, in order to determine the place of small business in the economic system of our country, scientists have determined that the volume of export depends on the size of the enterprise. Small firms (10-50 employees) export an average of 42% of their products; medium firms (50-199 people) - 68%, enterprises employing 200-499 people provide 92% of exports.

Difficulties in the implementation of international operations are manifested in the lack of sufficient information about foreign markets, lack of knowledge of the language, inability to organize advertising and incompetence of the manager. The distance from large cities with well-established transport communications makes it difficult to enter the foreign market, because it increases not only the cost of transporting products, but also the cost of registering operations. The participation of enterprises in foreign trade relations gives them great advantages in the form of expansion of the product market, guaranteed payments from the export of goods.

Political factors reflect the stability of changes in the country, the number and direction of political parties and movements, and the criminal situation. The political situation has a significant impact on the development of small business entities. Unlike foreign businesses, which rely on information about the reliability of a partner to conduct operations, local small business entities focus on personal relationships. In this regard, the entrepreneur must personally know the person he wants to cooperate with before concluding a contract with us.

In conclusion, small business entities play a decisive role in the economy and are the basis of the market economy. These industries create the necessary competitive environment, can quickly respond to any changes in the market situation, create additional jobs that pay off relatively quickly, are the main source of the middle class, because the middle class is the key to social stability and successful development. The developed segment of small business entities is, first of all, the high level of service for consumers and the low cost of goods and services.

A high level of competition stimulates economic development and leads to higher wages. Thanks to the highly innovative component characteristic of small business entities, it helps to develop this segment and bring the economy to a qualitatively new level. This, in turn, is very important and decisive for the development of small and medium-sized businesses in our country and the need for state support.

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Conceptual Foundations Of Effective Management In Higher Education Organizations

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Abstract. *This article explores the conceptual foundations of effective management in higher education organizations. In addition, the author's approach to the concepts of management and the organizational-economic mechanism of management systems, based on the results of the analysis of the problems observed in the field, features that need to be taken into account in the process of improving the management system of higher educational institutions, main tendencies and trends.*

Key words: *pandemic, higher education institutions, management, management system, organizational-economic mechanism of the management system, trends, trends, external environmental factors.*

Introduction:

The persistence of a tense situation related to the COVID-19 pandemic in the world has also had a serious impact on the activities of the higher education system. In almost all countries of the world, higher education institutions (hereinafter HEIs) are revising curricula, educational methodologies and forms of activity organization in accordance with the conditions of the pandemic or radically new approaches are being introduced. Of course, a certain period of time is required to objectively assess the long-term (strategic) or short-term (tactical) positive or negative impact of these changes on higher education activities. However, despite this, we can note the management system of higher educational institutions as the main factor that ensures the elimination of problems arising in emergency situations, the increase of flexibility to rapidly changing external conditions, the continuous development in the long term and the efficiency of the activities of higher education institutions. In our opinion, the management system of higher education institutions It is advisable to take into account the following features when developing relevant proposals and recommendations for the development of the system, as well as for increasing the role and importance in the socio-economic development of our country:

firstly, as a result of the introduction of strict quarantine measures in the context of the pandemic, it was necessary to organize the management system of the HEI on the basis of new principles;

secondly, as a result of the ongoing reforms, market mechanisms will be introduced into the activity due to the fact that the majority of HEIs will go to the self-financing system. In particular, ensuring the balance between internal and external sources of funding has become one of the main tasks of the management system;

thirdly, the intensification of the competitive struggle caused by the entry of top-100 universities, internet and technological companies into the field of education, which is the main focus of the activities of higher education institutions, requires a review of the organizational structure and

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functional tasks of the management system of HEIs;

fourthly, the scope of tasks facing the management system has expanded with the increase in the possibilities of setting admission quotas in accordance with the development strategy of the higher education sector and the provision of academic independence in the organization of the educational process;

fifthly, attention to the development of human capital as one of the main factors determining the position of countries in the world, as well as the ability to get out of emergency situations of any kind quickly and with minimal loss, has increased.

The mentioned features, as well as the definition of the tasks of systematic development of higher education institutions and improvement of management activities in the concept of development of the higher education system of the Republic of Uzbekistan until 2030 [1] justify the relevance of researching the organizational and theoretical aspects of the higher education management system.

In the conditions of the pandemic, the issues of formation of the HEI management system have been reflected in the analytical studies of many prestigious international organizations. In particular, the International Association of Universities has developed recommendations on the use of online education methodologies based on strategies such as blended learning, flipped classroom, the selection of appropriate platforms and digital tools, and the organization of these processes [2]. In a number of studies, it is noted that, in addition to technical and regulatory limitations, there are serious shortcomings in managing the staff team, evaluating the results of the staff, changing the salary payment system, and making appropriate management decisions [3].

At the conference "Educational reforms in Russia and China at the turn of the 21st century: a comparative analysis" organized by Stanford University, including changes in the management system of higher education in most cases technologies, processes occurring in society, political conjuncture and "soft power" It is noted that it is related to strengthening the effect [4].

Professor N.A. Qasimova noted in her article "Covid-19 and the new stage of development of higher education": maintaining a certain balance is a serious matter. The use of new technologies should not be considered as the main goal, but should be considered as a means of forming the relevant skills in the context of the defined goals and tasks" [5].

Ch. U. Adamkulova in her scientific research work entitled "Formation of mechanisms for organizing the management of HE development in the conditions of modernization of the higher education sector: theory, methodology, practice (on the example of the Kyrgyz Republic)" presented the conceptual foundations of the HE system of educational activity, scientific activity, justified the proposal to supplement it with components related to methodological activity, administrative-economic activity [6].

In the article by A.A. Makhmudov entitled "Some theoretical approaches to the management of financial resources in higher education institutions", it is stated that the budget funds occupy the main place in the financing of higher education institutions, the amount of financing funds depends on the level of social development of the country, the income of the population, gross production products, the strengthening of the material base and emphasized that finding additional funding sources should be determined depending on the needs and requirements of the national economy sectors for high-level specialist personnel [7].

In the scientific article "Evaluation of management effectiveness of competitive personnel training in the educational system" prepared by O.S.Kahhorov, the effectiveness of management activities of higher educational institutions, the interaction and factors of the effectiveness of the management

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system and management process, indicators of evaluation of the effectiveness of the educational institution and priority issues of personnel training departments were researched. [8].

Despite the fact that the theoretical and methodological problems of the formation of the HEI management system in the conditions of the pandemic have been reflected in many scientific studies, they still remain relevant today.

On the basis of the analysis of scientific and practical sources regarding the economic essence of management and management system categories, the following can be noted:

management is a separate field of activity, whose mission is to ensure consistency between the goals set by the organization's external environment and the internal capabilities necessary for their implementation. Such a conclusion: a) that the goals and tasks set by the external environment are the first priority for implementation; b) the need to transform the mechanisms and means of developing internal capabilities in line with the requirements of the external environment; v) the need to form an organizational structure that ensures the success of the implementation and transformation processes of the external environment; g) constantly updating the methods of influencing the management object in accordance with the changes in the external environment; and d) can be explained by the need to introduce new lines of activity to ensure balance between internal and external funding sources;

In accordance with the principles of systematization, any organization is classified as an open system. Such an approach requires consideration and satisfaction of the demands of all interested parties in an integrated manner as the most important feature of management. Therefore, the management and control system must take into account the requirements of the external and internal environment when defining the goals and tasks of the organization, planning, implementing and forming control sub-systems. Failure to take into account the requirements of any element related to the external or internal environment can lead to a crisis in the organization's activity;

in the conditions of changes in the external environment and increasing competition, it is necessary to be able to determine the long-term goals of management and management system development, as well as the mechanisms and means of their implementation. It is important to pay attention to the implementation of innovative organizational structures and digital technologies in the management system based on the results of scientific research, and the introduction of management quality standards;

management and control system should develop a sufficient level of motivation system for individuals and their associations operating at any level of the organization. The purpose of motivation should be aimed at ensuring full understanding of the processes taking place in the organization by individuals and departments, efficiency of activity and compatibility with other elements.

Based on the results of the above analysis, "management

- this is a type of activity aimed at organizing, conducting and developing the activities of economic entities in accordance with the requirements of the external environment. Based on this scientific definition, according to the author: "management system can be interpreted as a set of functional strategies, policies and procedures for organizing, conducting and developing activities within the requirements of the external environment."

Acceptance of the interpretation given by the author to the management and control system creates the following opportunities:

it is noted that the requirements of the external environment are of decisive importance in the organization of the management system, that any organization is an integral and integral part of the global and national socio-economic system. Through this, the organizational structure, mission, goals and tasks of management are clearly defined. In relation to the fourth issue, it should be noted that the main features

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to be taken into account in the organization of the management system of HEIs are as follows:

First, there is no separate mission and strategic goal of HEIs. Higher Education Institutions, as an integral and close part of the country's socio-economic system, determine their mission and long-term goals based on the goals and tasks defined in the concept of the development of the higher education system. It can be considered theoretically as the concept of subordination of the mission and goals of HEIs to the national development strategy;

secondly, the resources necessary for the implementation of the mission and goals of the HEI are formed at the expense of external and internal sources. It is necessary to increase the contribution of higher education institutions to the socio-economic development of the country in order to ensure the optimal balance between them and to achieve the priority of internal resources by gradually expanding private opportunities. For this, it will be necessary to focus all resources at the disposal of higher education institutions on adapting the competences of trained specialists to the future requirements of the labor market, eliminating the fundamental and practical problems of socio-economic development. Theoretically, these processes can be classified as the implementation of the concept of resource transformation;

thirdly, the effectiveness of the HEI management system largely depends on the speed of development and implementation of management procedures. At the moment, the developed procedures should be aimed at continuous optimization of the organizational structure of management. Features inherent in this structural element of management require full acceptance of the process concept of management;

fourthly, the knowledge economy and human capital concepts used in the formation of the management system, in addition to expanding the knowledge and skills of professors and teachers who directly implement the mission and goals of higher education institutions, as well as improving the skills of management personnel who are able to forecast and plan activities, make relevant decisions and implement them and it is appropriate to be used in the field of reserve formation. Theoretically, these considerations can be considered as the concept of systematic implementation of personnel policy.

Conclusions and suggestions

As a result of the impact of socio-economic factors at the global and national level, the transformational processes in the HEI management system are intensifying. If we take into account that these transformational processes are not limited to the management system, but cover all functional areas of HEIs, it can be concluded that significant changes are taking place in the models of HEIs.

In our opinion, clarifying the concepts of management, management system and the organizational-economic mechanism of the management system in HEIs is not only of theoretical importance, but serves to a certain extent in the development of the practical foundations of these areas of activity.

It should be noted here that the implementation of any theoretical development into practice consists of several stages. By this, it is possible to eliminate possible problems and shortcomings at each stage, as well as to reduce the amount of excessive financial costs, and it is ensured that the processes of transformation of system activity are relatively "painless".

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In our opinion, the implementation of the theoretical developments presented in the article can consist of the following stages:

stage. Determining the mission and long-term goals of HEIs based on the strategic goals and tasks defined in the concept of the development of the higher education system until 2030. In this, within the requirements of the labor market, attention should be paid to improving the quality of training of highly qualified personnel, identifying promising directions of scientific research, and developing mechanisms for the commercialization of scientific results.

stage. Choosing an activity organization model that makes it possible to realize the established mission and long-term goals. In this, the historical traditions of the HEI, the objective assessment of material and non-material resources at its disposal are of great importance.

stage. A management structure will be established that will enable the implementation of the established mission and long-term goals without requiring additional financial investments and organizational changes.

stage. In order to organize the effective operation of the HEI management system, a complex of regulatory and legal documents regulating horizontal, vertical and feedback mechanisms will be developed.

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Main characteristics, theoretical issues of effective management strategies in higher education

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Abstract: *In world practice, the economic activity of higher education institutions has traditionally been considered in a certain external framework with certain rules of the economic situation. At the same time, micro and macro level analysis of economic effects has been created. Economic diagnostics related to the analytical preparation of management decisions and their quality improvement is a new direction of management analysis. In general, economic diagnosis arose as a result of the need to dramatically improve the quality of management and is directly related to the implementation of an innovative development strategy.*

Keywords: *At present, there are not enough simple, convenient and flexible methods of evaluating the effectiveness of various links of higher education institution management.*

Management of higher education institutions in Uzbekistan as an economic system arises from the complexity of this system. In particular, the use of non-economic methods of management decision-making by higher education institutions prevents them from finding ways to adapt to new institutional conditions. At present, there are not enough simple, convenient and flexible methods of evaluating the effectiveness of various links of higher education institution management. In such conditions, the economic diagnostic mechanism solves the problems of adapting higher education institutions to new market conditions. Because management based on the principles of economic diagnostics operates in the mode of preventing wrong decisions. Economic diagnostics identifies problems at different levels, performs a complex analysis and provides a rational decision, and is distinguished by its breadth of possibilities and perspective. A comprehensive assessment of the effectiveness of the higher education institution's management process arouses interest in market entities and becomes of urgent importance.

The activity of a higher educational institution (HEI) also includes economic processes, and pedagogical and scientific processes in it take place without separation from economic relations. There is also a specific reproduction in OTM, which is expressed in certain indicators and the dynamics of indicators. By focusing on changes in economic activity in the economic diagnosis of OTM, the reasons and nature of changes in other processes are clarified.

The economic diagnosis of HEIs is based on information processing. In this case, the methods used for information processing should not negate the various qualitative features of the processes expressed by the economic indicators in the object, and on the contrary, it should identify the problems related to these aspects. It should be noted that the qualitative aspects of the economic processes taking place in HEIs also serve as a description of the extent to which the goal of educational processes is being achieved. Summing up, the purpose of economic diagnostics is to provide and justify business decisions (management, financial, organizational) with information, as a result of which it is aimed at achieving the necessary quality of education.

Usually, the purpose of higher education institutions is to train highly qualified personnel in specified areas and to conduct scientific research in connection with this. The differences between the desired results and the achieved results in achieving the results from this task are considered as a

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problem. The difference is not obvious in all cases.

On the basis of the analysis of scientific and practical sources regarding the economic essence of management and management system categories, the following can be noted:

management is a separate field of activity, whose mission is to ensure consistency between the goals set by the organization's external environment and the internal capabilities necessary for their implementation. Such a conclusion: a) that the goals and tasks set by the external environment are the first priority for implementation; b) the need to transform the mechanisms and means of developing internal capabilities in line with the requirements of the external environment; v) the need to form an organizational structure that ensures the success of the implementation and transformation processes of the external environment; g) constantly updating the methods of influencing the management object in accordance with the changes in the external environment; and d) can be explained by the need to introduce new lines of activity to ensure balance between internal and external funding sources;

In accordance with the principles of systematization, any organization is classified as an open system. Such an approach requires consideration and satisfaction of the demands of all interested parties in an integrated manner as the most important feature of management. Therefore, the management and control system must take into account the requirements of the external and internal environment when defining the goals and tasks of the organization, planning, implementing and forming control sub-systems. Failure to take into account the requirements of any element related to the external or internal environment can lead to a crisis in the organization's activity;

In our opinion, clarifying the concepts of management, management system and the organizational-economic mechanism of the management system in HEIs is not only of theoretical importance, but serves to a certain extent in the development of the practical foundations of these areas of activity.

It should be noted here that the implementation of any theoretical development into practice consists of several stages. By this, it is possible to eliminate possible problems and shortcomings at each stage, as well as to reduce the amount of excessive financial costs, and it is ensured that the processes of transformation of system activity are relatively "painless".

The system affects the object significantly, but the object cannot control its effect on the environment. An environment for economic diagnostics is a process that carries out data collection and processing. For example, when obtaining information about the financial indicators of the OTM, accounting serves as a source, and the accuracy of the information depends on the rules and methods used by accounting.

Therefore, at the center of diagnostics should be models that allow visual visualization of economic information. Because this situation facilitates diagnosis at all stages of OTM management. The information and analytical support of management should serve as a diagnostic model and base models for the system. Diagnostic models should be taken as a starting point when evaluating the quality of education and other targeted outcomes, and when identifying problems and justifying decisions.

It should be noted that in most cases, the specific question that the researcher seeks to answer becomes the starting point of the general problem. Because the initial answer raises new questions. They form an interconnected whole and reflect an important part of reality. The same situations are encountered in the search for answers to the problems of economic diagnosis of OTM. From a general philosophical point of view, higher education is not only the object and subject of research, but higher

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education is manifested in the change of human nature and socialized genetic development in the 21st century.

In this regard, we believe that three aspects of education should be distinguished when considering the activities of HEIs: utilitarian, humanitarian and political-social. In the utilitarian approach, the student should acquire professional knowledge and skills to ensure competitiveness in the labor market. From a humanitarian point of view, the educational process should form a person who seeks to establish humane relations with other people by acquiring knowledge about society and nature. In a political-social approach, higher educational institution also fulfills the tasks of forming its student as a person who is loyal to the motherland, who can understand his place in political and social life, and who is politically and socially active.

From an economic point of view, it is more correct to consider the activity of HEIs as a service. The direct consumer of these services is the learner. But, in a broad sense, society as a whole can be considered as a consumer of educational services. Because, first of all, the whole society is interested in educational services and quality of education. Secondly, education is mainly organized in a collective manner (joint consumption). Thirdly, the organization of the educational process outside the society completely loses its meaning. Fourth, participation in the consumption of educational services strongly affects the status of each person in society.

Adequate resources should be allocated and spent for the provision of educational services. From the point of view of specialist personnel training, these costs should be covered by the employer, and the employers should train personnel in those areas in which areas employers need personnel. Even in the conditions of strong intervention of the state in the economy, the state acts as a consumer of personnel and determines the quantity and quality of personnel training in all directions. In a free market economy, when employers are the payers of education, HEIs must strive to fully adapt their services to the demands of the labor market. In both cases, the humanitarian aspect of education does not lose its importance, but cannot be a priority. Of course, this aspect is always important for the learner himself, his parents, as well as for society.

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WAYS OF INNOVATIVE DEVELOPMENT OF THE COUNTRY

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Abstract: *This article provides information on the role and place of innovations in the country's economy, ways of their development, and ways of sustainable development of small business during the crises observed in the country's economy.*

Key words: *innovation, strategy, national innovation system, small business, infrastructure, innovative entrepreneurship.*

The innovative component of the economy appeared in the middle of the 20th century. The high level of development of this component is a guarantee of the state's strategic superiority in the international arena. The foundations of the country's policy in the field of science and technology development until 2020 and beyond include the formation of a national innovation system, which should ensure the unification of the efforts of state authorities at all levels. scientific and technical organizations and the business sector of the economy, in the interests of intensive use of scientific and technical achievements in order to implement the country's strategic priorities. One of the components of this system is small business. For the effective development of small innovative entrepreneurship, appropriate conditions are necessary to create a business entity - supporting infrastructure and ensure the possibility of stable operation. The priority goal of forming the support infrastructure for small innovative entrepreneurship is to help innovative enterprises, first of all, at the stage of creation and in the first years of their activity. The characteristics of infrastructure formation are determined by the specific characteristics of innovative activity: the entrepreneur receives the economic benefits of the innovative project only after the innovation is introduced, that is, the enterprise needs special support during the formation phase. The initial stage of innovative entrepreneurship, on the one hand, is associated with the need for large investments, and on the other hand, it is associated with high risk. In addition, each stage of the development of a small innovative enterprise is characterized by the need for different resources. In general, the system of state support for innovative entrepreneurship, and in particular for small innovative entrepreneurship, is multi-level, as some of the infrastructure organizations belong to the federal and some to the regional management system. Such a structure, if it is not supported at the federal level, allows it to be obtained in the necessary amount at the regional level.

A number of works of foreign researchers are devoted to the problems of innovative entrepreneurship: J. Margieu, B. Santo, M. Porter, B. Twiss, I. Schumpeter. The works of L.M. Vasileva and M.V. Gracheva can be highlighted among the Russian researchers involved in the development of innovative development problems. B. Gurkova, D.I. Kokurina, O.P. Korobeinikov, A.A. Trnfilova, I.A. Korshunov and a number of other authors. The issues of development of small innovative entrepreneurship are covered in the works of scientists such as V. V. Buev, E. Bukhval.d, A. Vnlensky, Yu. V. Yasin, A. Yu. Chepurenko. Certain directions and aspects of the improvement of the innovative infrastructure of the city of Moscow V.V. Buev, A.V. Kostrov, C.B. Migin, A.A.

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Nekhaev, D.V. Sobol, A.A. Shamray. Among the modern experts who touched on the problems of formation and development of venture financing in Russia, M. Bunchuk, aGulkin, V. Zverev, N. M. Fonshteiya should be highlighted.

Despite the various works devoted to the problems of small innovative entrepreneurship and the formation of its innovative infrastructure, some issues have not been sufficiently studied so far. In particular, the conceptual apparatus requires further development. The issue of the system of organizations included in the innovation infrastructure remains controversial. The essence of the innovative potential of a small enterprise and the methods of state support of a small innovative business have not been sufficiently revealed. It requires clarification of the content of innovative infrastructure potential. The lack of an innovative small business development strategy at the regional level makes it difficult to manage the innovative activities of small enterprises and reduces its effectiveness. The above calls for research development.

The high urgency of solving this problem requires a more detailed study of it and the search for new approaches that predetermine the choice of a topic that determines the goals and objectives of the dissertation research. In accordance with this goal, the following tasks were set and solved in the dissertation work: • to study the socio-economic conditions of the formation of modern innovative entrepreneurship and to determine the main trends in the development of small innovative entrepreneurship.

Analysis of the support infrastructure for small innovative business in the EU countries and study of the main principles of the concept of small business support in the European countries; • study of venture financing as one of the possible methods of development of small innovative business; • to propose a methodology for determining the effectiveness of using the innovative potential of innovative infrastructure objects.

The division of the concept of "infrastructure of small innovative enterprise", the tiered system of measures to support small innovative enterprises was revealed, and the main directions of the development of small innovative entrepreneurship were defined; • on the basis of the study of international trends in the creation and use of science parks, the concepts of "science park", "science park", "technology park" were distinguished, and the characteristics of the development of technological parks in the country were distinguished. highlighted and the main directions of this process are justified. "Analyzed the support infrastructure for small innovative business in the EU countries; venture funding stands out as one of the most promising directions for supporting the development of small innovative entrepreneurship; - a methodology was developed to determine the efficiency of using the innovative infrastructure of innovative infrastructure objects through budget and commercial efficiency indicators.

It is in the development of theoretical knowledge in the field of improving the institutional system of state support for the innovative activities of small business entities, as well as in the development of the methodology for determining the efficiency of using the innovative potential of innovative activities. infrastructure objects, they differ from previously proposed methods by a combination of budget and commercial efficiency indicators.

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THEORETICAL ISSUES OF INNOVATIVE DEVELOPMENT OF SMALL BUSINESS

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Abstract: *This article reveals the nature of theoretical issues on the innovative development of small business and presents the ways of sustainable development of small business during the crises observed in the country's economy.*

Key words: *innovative activity, gross domestic product, small enterprise, innovative potential, agglomerations.*

The most important component of the development of the national economy is to increase the efficiency of innovative activities of enterprises. The task of increasing the gross national product in the country and achieving high labor productivity in the country cannot be successfully solved without the development of innovative activities of small enterprises that produce up to 30% of the gross domestic product.

This is especially true in the context of economic recession observed in the country in recent years. Areas with a high concentration of innovative potential are increasing in the studied area. In addition, based on world experience, small enterprises of economic agglomerations, including cities of science, can make a significant contribution to revitalizing the economy.

Foreign and domestic research is very limited. Despite the existence of research results on the innovative activities of small enterprises, there are main directions that have not been fully revealed. This is primarily due to the lack of effective approaches to the development of innovative activities applied to small enterprises, improvement of their state support at the level of science cities, application of innovative activity assessment methods, taking into account the specific characteristics of their activities. small businesses and others. Slow development of these issues leads to insufficient innovation activity and financial instability of small enterprises operating in science cities.

The analysis of the current state of the field against the background of current trends and the absolute urgency of the issue determined the choice of the topic of the dissertation research and predetermined the scope of the main issues to be considered in it.

The theoretical and methodological foundations of the theory of innovation and innovative activity are reflected in the works of well-known local researchers: A.E. Abrameshina, T.G. Butovoi, S.V. Valdaitseva, M.Ya. Veselovsky, M.V. Vladyka, G.I. Gumerova, P.N. Zavlina, A.K. Kazantseva, V.N. Lapina, R.A. Fathutdinov and others, as well as leading foreign scientists: S. Brunswicker, U. Vanharbeke, L. M. Gokhberg, P.F. Drucker, B. Twiss, K. Freeman, I.L. Chen, H.W. Cheesebrug, D. Shiliro, J. Schumpeter, and at the same time, the following scientists made a great contribution to the study of modern problems related to the development of small innovative enterprises: V.V. Avilova,

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I.V. Afonin, A.D. Bobryshev, V.V. Burlakov, Yu.A. Doroshenko, A.V. Zheltenkov, O.P. Ivanova, A.E. Deer, G.L. Kostina, E.N. Ojiganov, I.V. Rozdolskaya, L.T. Snitko, I.V. Somina, M.S. Starikova, V.M. Tumin, E.N. Chizhova, E.D. It is possible to include Shchetinina and others.

It consists in revealing the theoretical aspects of the development of innovations in the country and the assessment of small innovative enterprises, as well as the analysis of foreign experience in the field of innovations and innovations. It is necessary to analyze the state of innovative activity of small enterprises and evaluate the innovative potential and directions of state support of small innovative enterprises by establishing the largest science cities.

In the classification of innovations, the category proposed by the author allows to determine whether it belongs to a certain level of entrepreneurial activity, which is especially important for the research problem. The analysis of the structure of the innovation process proposed by various researchers made it possible to reveal the concept of innovative activity, to define and describe its characteristics. According to the author, innovative activity should be considered as the introduction of research results into the main activity of the enterprise that can increase its efficiency. Thus, the study of the main categories of the dissertation work and the formation of their author's interpretation was based on the analysis, systematization and addition of existing conceptual approaches to the interpretation of "innovations" and "innovative activity" of Russian and foreign scientists. . Based on the important foundations of the "innovation" category, the author concludes that it is necessary to focus on the needs of the market and follow the principle of creating something truly unique and still unknown in the process of innovation.

There are no detailed analytical statistical data on small innovative enterprises, so only point analysis of the state of innovative activity of small enterprises in the Russian Federation was possible. In order to develop this direction, the author has developed criteria for small businesses that belong to the innovative category, and according to them, the authorities can form additional indicators of small businesses in the field of innovation for relevant statistical data.

Thus, the innovative activity of a small enterprise includes:

- implementation of scientific research works;
- formation of funds and basic means for implementation of innovative activities;
- intellectual property management;
- formation of the normative base of the enterprise's innovative activity;
- Creation of appropriate structural units and providing them with personnel for scientific research work.

3. In the third chapter "Development of approaches to the development of innovative activity of small enterprises in cities of science", scientific and practical recommendations and suggestions developed by the author in terms of creating a model for the development of innovative activity of small enterprises are reflected. development of methods for improving the directions of state regulation of science cities and development of innovative activities.

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**INFORMAL SECTOR MECHANISMS IN DETERMINING ECONOMIC GROWTH
IN THE EXPERIENCE OF DEVELOPED COUNTRIES**

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Abstract: this article provides information on informal sector accounting and their working mechanisms in foreign countries.

Keywords: informal sector, capital, macroeconomic consequences, hidden, Eurostat, institutional, social, legal.

Empirical evidence shows that the informal sector is an important source of employment in many countries, mainly in developing and underdeveloped countries. In countries with a high level of poverty, activities in the informal sector are the only source of income for the population. At the same time, the expansion of this sector has a negative impact on the level of income in the economy. Therefore, studying the macroeconomic consequences of the existence of the informal sector is of high theoretical and practical importance.

International Labor Organization documents note that the informal sector has an important influence in some countries, but in most countries it consists of self-employed or small enterprises that have no formal organization or capital and are engaged in casual employment. In Eastern Europe and Central Asia, the informal sector is an important part of the economy [4].

To date, there is an important set of approaches and tools for describing the informal sector in economics. First coined in the early 70s, the term "informal" has been used in different ways for different purposes. Today, the term "informal", "hidden" is used in a broad sense, referring to the concept that defines behavior that is sometimes not described by available statistical sources. In fact, there are many ways to analyze the hidden sector, based on different approaches depending on the indicators and the scope of the topic. For example, C. Rakovsky emphasizes that the initial definitions of the informal sector focused on its legal status, size or taxation.

The second approach aimed at identifying the informal sector also belongs to the category of structural approach and is called the (hidden) hidden approach of the economy. Underground (underground) economists reject economic dualism and identify ways to integrate production forms, production units, technologies, and workers into local, regional, and international economies. The underground economy includes terms such as industrial restructuring, internationalization of capital, and flexible specialization; In relation to the informal sector, the terms "hidden economy" and "hidden economy" are preferred. Studies on the hidden economy analyze relations of production (especially mechanisms of labor subordination), patterns of accumulation (e.g., links between informal activities and large firms), class stratification, and the (re)orientation of production under changing economic, institutional, social, and legal conditions. . Research on the shadow economy includes labor market analysis (using surveys and census data) and case studies of specific industries and their workers.

Of course, the concept of the informal sector, as noted above, is very comprehensive, and in order to clarify this concept in the study, Eurostat's [2] tabular approach to achieving the full performance of the gross domestic product is presented. The tabular approach [3] identifies and

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presents in a table the types of incompleteness (including the informal sector) in the estimation of the gross domestic product. This approach is drawn from Eurostat, the Economic Commission for Europe and the Organization for Economic Co-operation and Development's public domain documents on the subject.

Eurostat has developed a methodology known as the 'table approach' to improve the robustness, reliability and completeness of national accounts with EU candidate countries.

The tabular approach allows to link incomplete data (from N1 to N7) with the methods used by countries (for example, the labor input method, tax control, VAT comparison, etc.) to determine the total consumption of the gross domestic product. It should be noted that the incomplete categories in the national accounts can be classified according to the informal sector unit with N3, N4 or N5 according to different N. Therefore, as a key aspect of the tabular approach, it can be stated that all possible sources of national exclusion are identified and included in N categories of one type or another, and that there is no overlap between categories.

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MECHANISMS OF ACCOUNTING THE INFORMAL SECTOR IN ECONOMIC DEVELOPMENT

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Abstract: *this article provides information on informal sector accounting and their working mechanisms in foreign countries.*

Keywords: *informal sector, capital, macroeconomic consequences, hidden, Eurostat, institutional, social, legal.*

As the institutions/enterprises within each institutional sector employ, have fixed capital expenditure (Government Final Consumption Expenditure-GFCF) and have reserves, in addition to collecting data on these three elements, output and income levels are added at the industry/sector level. By calculating the value, you can collect the necessary information for preparation. It provides an overall economy-wide estimate of gross domestic product (GDP) spending based on GFCF and inventory change data, aggregated across all institutions/sectors, supplemented by housing expenditures. GDP expenditures are based on data from sources other than those used for the gross output and income approach. At the same time, the conceptual consistency between the three different approaches to measuring GDP provides a basis for checking the accuracy of data from different sources (supply-use tables and the commodity-flow approach). Thus, using a tabular approach on the production side helps to make adjustments to the relevant parts (and products) of costs on the production side.

N1 - deliberately unregistered - clandestine producers, N1 refers to the production of producers who are not registered because they are involved in clandestine activities. Type N1 does not include producers engaged in illegal activities (they are recorded under N2) or does not appear in all the hideouts associated with some types of N6. Usually, type N1 includes small business producers whose turnover exceeds the above values (considered as a source for registration with tax authorities or other registration authorities), but not registered in order to avoid tax and social security obligations.

The methods for identifying and correcting N1 are as follows:

- labor force input method (as a result of household surveys, for example, labor force survey or population census);

other supply-based methods: these are related to data on raw materials (primary raw materials, labor, land, fixed capital, etc.) used in the production of goods and services. Standard input/output and input/value added ratios are used to calculate output and value added on input data;

income-based approach: it is based on data from administrative sources in certain categories of income that can be used to obtain production indicators covered by the administrative system (income tax, social insurance contributions, paid by the self-employed or private entrepreneurs, etc.)

;

demand-based methods: in particular, the use of household budget survey data. In this method, the production of a particular product is based on the consumption of that product, with an appropriate adjustment for inter-sectoral consumption and other final purposes. It is aimed at evaluating

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production using indicator data on the specific use of goods and services that adequately describe production (household consumption expenditures of household goods such as health care and personal services; use of raw materials such as processing of agricultural products; export goods;) indicating demand for products; data.

In the commodity flow method, available information on the supply side or use side of a particular product is used to make up the missing components on the supply or use side, so that the total supply of the product is equal to the total consumption of the same product.

Supply and use tables present the product balances of all goods and services of the economy in a holistic way, so that balancing is carried out not only at the individual product level, but also across all products simultaneously. When the commodity flow approach or product balance is applied at the individual product level, the system under test (SOT) combines the product balances of all individual products (or groups of products) within a matrix to provide a clear picture of the supply and use of both individual products.

N2 - producers deliberately do not register - is illegal, it refers to the activities of producers engaged in illegal activities, which avoid registration altogether. At the same time, N2 does not include production that reports the activity of manufacturers under legal activity codes, since the reported product is included in the GDP calculations. Therefore, N2 is only a part of illegal production, which is not otherwise disclosed by manufacturers under the guise of legal production.

The methods that can be used to calculate the adjustment are the cost method, unit expert opinion for each input or use. The methods given in paragraph N1 can also be used to account for this type of producer. Although not exclusive, persons engaged in illegal activities may report those employed in related economic activities in a labor force check, such as a smuggler may report employment in the trade department in a labor force check.

A general approach to estimating N2 is to treat each type of illegal activity (prostitution, selling stolen goods, drug trafficking, smuggling, gambling, etc.) separately and first calculate its total output. In this case, the portion reported as legitimate activity to obtain an estimate for N2 is taken as follows:

- creating an estimate of all illegal activities of this type;
- creating an assessment of this type of illegal activity that can be reported under the guise of legal activity;
- get the second estimate from the first and write the result in N2 type.

However, in practice it may not be easy to identify the results of reported illegal activities during legal activities. If no corrections are made, product duplication will follow. Therefore, it is necessary to carefully study the information given, with special studies conducted in the past and the opinions of experts.

N3 - producers who are not required to register include: (a) non-market producers of households involved in the production of goods for their final consumption (production related to paid household services) and the formation of personal capital; (b) construction of residences, extension of residences and major repairs; and (v) unregistered households with a very small market size.

- (a) unregistered producers for illegal activities - type N2;
- (b) manufacturers not required to register, type N3 manufacturers who generally produce goods and services for their own consumption;

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(c) registered and non-reporting producers - type N6; and

(d) manufacturers who are registered and report activities under the title of legal activity - such activities do not contribute to any incomplete types because they are reported and therefore included in GDP calculations, although they may be classified by industry.

If an agricultural product is produced by increasing the quantity and price of the product produced (which is usually the case in developing countries), it is not necessary to make an N3 adjustment for the production of agricultural products by households, even if such products are already included in the total composition. On the other hand, productive non-agricultural activities of households (including secondary activities) should be included in types N3 or N7, respectively:

- at N3 for unregistered home producers;

- for home producers registered in N7 and included in the producer survey or administrative collection, but for whom information on secondary activity was not obtained.

Housing cost studies, building permits, commodity flow methods, administrative data, and time use studies can be used to calculate N3 type adjustments (especially for non-market manufacturers).

N4 - unrequested legal entities - may be a producing legal entity and therefore registered in an administrative source accessible to the statistical office, but for some reason was not included in the business register maintained by the statistical office, or it was recently registered, or there was a defect in the procedure for updating the register.

N5 - the entrepreneur may be registered as an administrative source, but the statistics may not be included in the business register or the scope of business used for the verification of enterprises, because:

- entrepreneurs of this type are regularly excluded:

- the entrepreneur was recently registered or there was a defect in the procedure for updating the register.

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**PROSPECTS FOR IMPROVING THE MECHANISM TO REDUCE THE IMPACT
OF THE SHADOW ECONOMY**

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Abstract: *This article provides information on the mechanisms of reducing the influence of the hidden economy, and elaborates scientific proposals and recommendations on the above mechanisms.*

Key words: *state intervention, hidden economy, tax rate, market economy, mechanisms, tax pressure.*

A high level of state intervention during the development of the economy causes the further development of the underground economy. In this case, the activity of state intervention in the economy, many types of hidden economy (tax evasion) mainly refers to the shortcomings of state regulation, that is, the bureaucracy of management, excessive inflation of management, excessively high tax rates, etc. But it should not be forgotten that a good centralized management system can also reduce the scale of the shadow economy. In addition, even when the minimum tax rate is the minimum during the period of economic development, no matter how convenient it is for business, there are still those who evade it, as a result, the hidden economy is preserved even if it is in a small percentage share.

On the other hand, the modern hidden economy not only tends to limit market freedoms, but also causes the formation of market relations with its own characteristics. Thus, long-term public interests are put aside by individuals or certain groups of people for short-term personal interests. As a result of such actions, the moral standards that condemn conflict with the law are relatively weak in society, and such situations are the reason for the emergence of the second or black economy. Reasons and conditions in the process of creating hidden activity in the field of economy play a different role. If under the influence of these reasons, clandestine activities are formed, we believe that there are conditions for such clandestine activities in the selected country.

In addition, the hidden economy exists in low, medium and high levels in any country where the state and economy exist. We will consider the main causes of illegal activities that serve the development of the underground economy in the field of economics at two levels. They include: fundamental reasons related to the important features of a certain type of economic system (market, administrative-command, transition period) and specific reasons related to the implemented socio-economic policy.

It is one of the most important mechanisms of coordination of the market economy and is aimed at the efficient distribution of limited economic resources. There are fatal and inherent dysfunctions in given theories, called flaws, imperfections, or failures.

The failure of the market economy is also known as the specific manifestations of activity that encourage market participants to make economic decisions that are not acceptable or undesirable for society, decisions that do not meet the Pareto-optimality criterion. Under the influence of these

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problems, potential criminals operate with minimal cost and risk to obtain illegal income, avoid legal responsibility, and participate in economic activities at a minimal level.

In most developing countries, we can talk about the parallel coexistence of informal and formal economies. In the course of socio-economic reforms in these countries, the dissolution of old state structures and the emergence of new institutions (state, economy and public administration, formation of market infrastructure, etc.) are taking place at the same time. This process is aggravated by imperfect legislation, underdeveloped accounting and taxation system, corruption of officials and low level of market relations.

In order to minimize the scale of the hidden economy as much as possible, it is necessary to develop a strategy for the safe socio-economic development of the country within the framework of the formation of the national economic model.

To date, most of these threats are still active, some have been neutralized, but new ones are emerging. It is clear that the fight against corruption, organized crime and clandestine activities should occupy a special place in the national economic security strategy. Therefore, one of the main tasks in the national economic security strategy for combating the hidden economy should be to determine the level to which the hidden economy can be reduced, how to determine this level, and how to eliminate the possibility of this.

Currently, a system of legal support for the activities of entities has already been formed in our country. Nevertheless, in order to create and support a favorable legal environment, it is necessary to constantly change the legal conditions for the activity of business entities, to prevent the use of repressive, criminal legal measures. This primarily concerns the tax regime. A true market-based tax system should be created to loosen the monetary policy and increase domestic demand. The effectiveness of the tax system can be assessed by its simplicity, stability and synergistic effect.

In this regard, it is necessary to reduce the tax burden in order to increase the profits used for the renewal and development of production. Due to the gap between a high level of tax pressure and a low level of tax collection, there is an opportunity for law-abiding business entities to reduce this pressure through effective tax collection policies and not harm the budget. The task set by the state to reduce tax pressure should be not only to reduce the share of state expenditures in the gross domestic product, but also to increase the efficiency of state expenditures. One of the ways to increase efficiency is to optimize public spending, reduce the cost of providing public services and improve their quality.

Although a lot of work has been done to simplify and speed up the business registration procedure in order to reduce the transaction costs of businesses, there are still tasks that need to be done before our government. An important direction of the formation of the appropriate legal framework is the adoption of normative legal documents that serve to develop small business entities out of "hidden activity". This requires measures such as ensuring the flow of investments aimed at modernization and replacement of production equipment, strengthening the innovative nature of development, as well as the development of general economic infrastructure and the establishment and maintenance of new ones.

Analyzing the above, we can say that the formation of the legal basis for solving the problem of the hidden economy is possible only through the mutual cooperation of various state, public organizations and economic entities. Most of the tools to fight against the shadow economy are well known to all of us, but they are used without a system.

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Therefore, the main task is not to search for new methods and means of struggle, but to form a set of appropriate tools from the already known ones. Only comprehensive use of these measures can limit the hidden economy and create a healthy economic environment of the country, and increase its competitiveness.

According to the results of the analysis, almost all government agencies have to be connected with the problems of the hidden economy to some extent. The fight against its manifestation is entrusted to at least a number of state bodies (Ministry of Internal Affairs, State Security Service, State Tax Service, etc.). However, although many departments deal with the problems of the hidden economy and it still continues to develop, this in turn creates a paradoxical situation.

Each of the above bodies operates in its own territory and does not cover the entire area of the underground economy. Thus, the absence of the desire and competence of each of the registered bodies to bring the issue to a logical conclusion leads to the "disintegration" of a very integrated event into different parts. Coordinating their activities also does not give positive results, because there is no main body organizing the fight against the underground economy. Often there is a struggle between different law enforcement agencies to obtain additional "punitive functions".

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THE ESSENCE OF FREELANCE ACTIVITY, CHARACTERISTICS OF ITS
DEVELOPMENT

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Abstract: *This article provides information on freelancing activities and develops new ways of developing freelancing in the context of Industry 4.0.*

Key words: *Industry-4.0, information technology, freelancing, e-employment, e-business.*

Under the influence of serious structural changes in the world economy, the issues of the human factor, his employment, optimization of working days, effective use of his free time are among the most urgent issues of today. One of the main reasons for this is information technology, the achievements of the fourth industrial revolution such as "Industry 4.0". A person can occupy himself online in his free time using new information technologies. Such activities are considered as freelance activities.

If the negative effects of freelancing activity are determined by the features such as not having a permanent job, the lack of permanent sources of income, the positive aspects of freelancing activity are the features such as the absence of permanent supervisor control over the employee, self-determination of working hours, the absence of excessive expenses and the need for large amounts of funds. will appear as Today, a large part of the population wants to work independently and spend their earned income freely, which increases the attractiveness of freelancing. It is typical for all participants to work individually in this activity, which must be taken into account when developing labor activity strategies, and it operates based on consumer orders. In this regard, privacy and personal matters are the first priority for freelancers.

R. Castel revealed wage labor and its essence on the example of France. They were widely used mainly in the mining industry, in agriculture, and in industries with difficult conditions. Information on their work is not given in legal and regulatory documents. In the following years, the rapid development of science and technology changed the nature and form of wage labor. The need for narrowly specialized specialists in the labor market and the desire of more workers to work independently led to the rapid development of freelance activities.

According to U. T. Malone, freelancers are not only innovative professionals, but also free agents who can communicate freely with information and communication technologies, from practical projects and temporary employment. They, in turn, are specialists in electronic business and digital economy (e-business, e-economy), but also their participants. Through freelancers, the concept of "electronic employment" has entered the science and consists of a group of specialists who have deep knowledge of (face-to-face) communication technologies and conduct labor relations in virtual systems [1].

At the same time, with the advent of the digital economy, the term "digital employment" has also started to be used. K. Gareis, T. W. Malone, R. Laubacher, M. S. Scott Morton, R. Jones, and J. Rifkin from the foreign scientists used the term non-standard workers, they are employed people, but

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they need information to meet the needs of modern society. - users of communication technologies, communication operating on a global scale, innovations and new technologies are defined as broad users [2]. The development of industrial society not only changes new technologies, but also changes the ideology and purpose of work. According to M. Weber, under the influence of such innovative changes, there will be cultural changes, and along with the ideology of work, the ethics of work will also change [3].

At the end of the 20th century, the share of the non-standard employed population began to increase, and the number of freely employed people - freelancers - increased among them. According to L. Boltanski and E. Kyapello, under the influence of such factors as the rapid development of global communication networks, the Internet, the formation of global financial systems, which began in the 1980s, the formation of narrow management bodies in enterprises and organizations, the development of innovative activities began to require creative approaches.

According to A.V. Shevchuk, clear employment trends began to take shape in later periods. They can include flexibilization employment, restructuring employment, and destandardization employment types. After losing their jobs in the modern market economy, they can conduct work activities in virtual offices. Such virtual offices will be able to be established by representatives of any population. Virtual communications, internet, mobile communication tools are used for this activity.

Serious changes in modern society lead to changes in socio-economic relations and cultural spheres. They, in turn, lead to the emergence of "virtual labor markets" and all labor activities are systematically carried out on virtual platforms. And V.S. Kharchenko Freelancing is one of the non-traditional forms of life and employment, characterized by its own characteristics of labor relations. It is appropriate to give special recognition to the scientific research conducted by J.T. Toshchenko. The process of individualization of labor activity began to emerge, and this process became more active under the influence of the information society and under the influence of the post-industrial development stage. Freelancing is characterized by several bright aspects of conducting work individually:

firstly, workers individualize their labor relations, determine their work activities and time, and independently develop work strategies;

secondly, temporary virtual labor relations are established between workers and employers, exhibiting multiple forms of employment and simultaneously implementing several clients and projects;

thirdly, temporary labor contracts or labor contracts are completed in virtual form, requiring consideration of risk factors;

fourth, the worker sells his knowledge, performs the agreed tasks in his specialized field on time and in a quality manner;

fifthly, a freelancer should master new technologies, engage in intellectual activities and organize his activities based on creative approaches.

Freelancing is a new model of employment or self-employment. In our opinion, "freelancers are free, independent people who set their working hours independently, are low-cost professions, or are a segment of the population active in virtual systems that widely use new information technologies." The word freelance, based on historical sources, is more associated with mercenaries. Freelancers essentially tend to work alone, work individually, be independent, and set tasks before

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themselves by building long-term relationships with one of their employees. Freelance activity in the Republic of Uzbekistan appeared in the 20s of the 20th century and is inextricably linked with the strengthening of global Internet systems in the country and the increase of Internet speeds.

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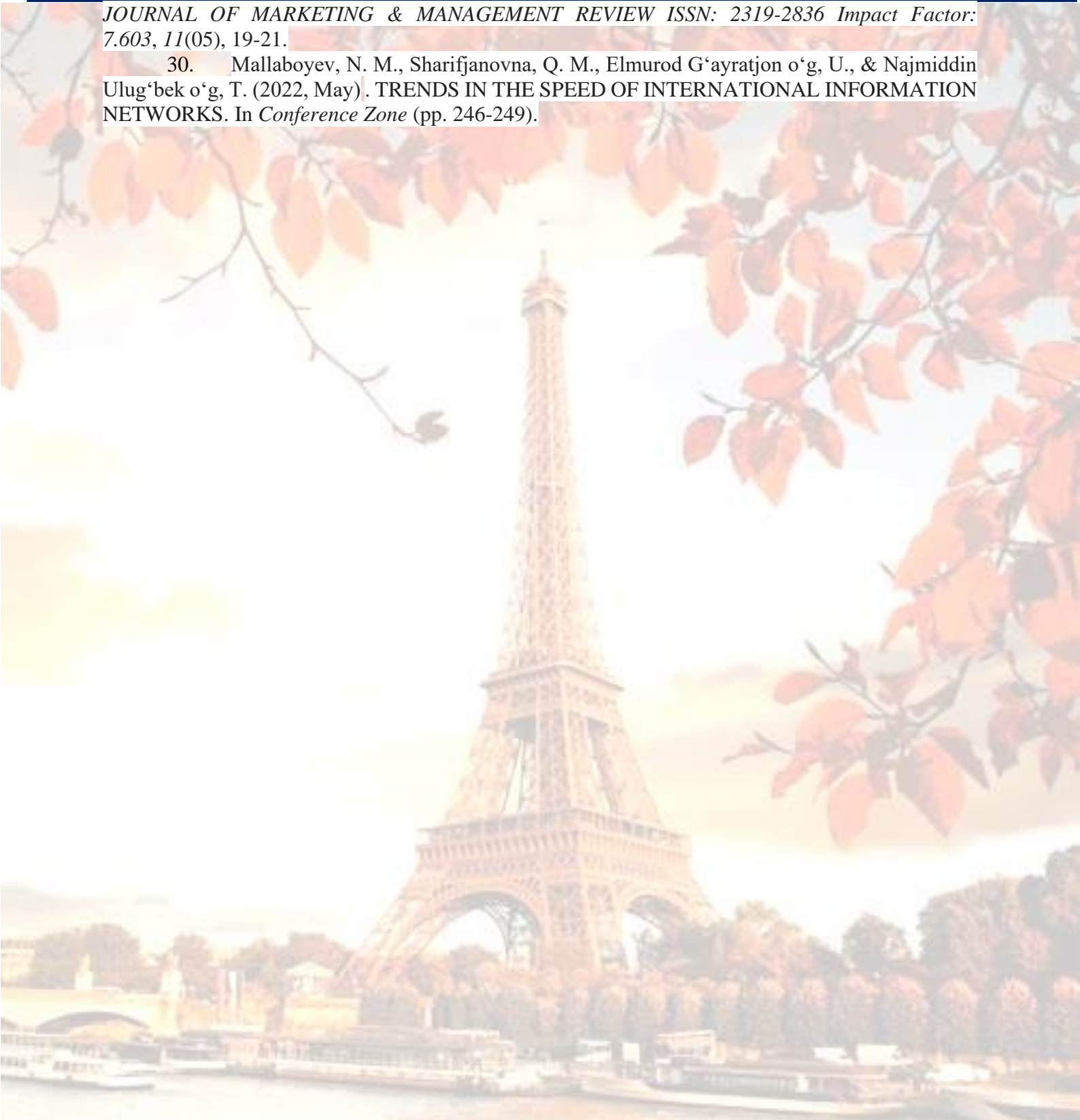
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MAIN TYPES OF FREELANCE ACTIVITY IN THE DIGITAL ECONOMY

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Abstract: *In this article, clearly developed scientific developments and proposals on the main types of freelance activities in the context of the digital economy have been prepared.*

Keywords: *online service, freelance, freelancer-entrepreneur, freelancer-business, digital platforms, currency markets, currency funds, digital marketing, digital insurance.*

In the country's economy, such types of work as remote workers and online services have been formed in our country, and it is necessary to make changes to the regulatory legal framework of the Republic of Uzbekistan on freelancers and freelance activities. It will be necessary to clarify the term "freelance", to create a legal framework regulating freelancing activities, and to develop a state program that ensures the rapid development of freelancing activities in the Republic of Uzbekistan in 2021-2030. Their transfer to this sector will make every resident self-employed. It will be necessary to establish freelancing centers such as "Freelancer-Entrepreneur", "Freelancer-Translator" and "Freelancer-Entrepreneur" in order to form suitable work directions and initial skills to start freelancing. It is necessary to create digital platforms suitable for the regions of the Republic of Uzbekistan for freelancing activities through digital technologies. For this, the country requires self-employment and online employment based on digital technologies. Freelance activities are manifested in the form of self-employment in relations, and specializations such as currency markets, currency funds, digital marketing, digital insurance have begun to develop. Former freelancers are freelancers who do not have a permanent job and do not work in a virtual system. Freelancers on the move refers to freelancers who are active today. This type of freelancers is divided into two types.

1. "Collaborative freelancers" refer to those who organize their work in cooperation with other freelancers, and they are paid and unpaid types of employment. This type of freelancers, in turn, is divided into four groups.

A). Those who work in cooperation with the state and have an employment contract with some organization;

B). Those studying in higher education;

V). Business operators in cooperation with organizations;

S). Those who sit at home and watch young children.

2. "Pure freelancers" include freelancers who have a single income-generating job, and those who are not engaged in other work activities in other fields can be included in this type of freelancers.

D. Strubkov and A. Shevchuk were more focused on their former and future electronic freelance activities in their scientific research work, and they showed free employment according to their tasks and goals. Changes in the work activities of freelancers are more closely related to serious structural changes in the country and global economic crises occurring in the world economy. In addition, social and economic problems and the influence of scientific and technical progress also cause changes in the work of freelancers.

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In previous periods, contracts were concluded between freelancers and customers and freelancers, today all processes are carried out online and they find their customers in virtual form, virtual contracts are concluded. The interesting thing about this type of work is that one person can complete large projects by himself, if there are many directions in the order, the number of participants-freelancers will increase, or if there are few, it will be the opposite.

Now, there are several steps that need to be followed to start freelancing and we will try to gather information about them. It is an expression of six steps, which include:

The first stage is the preparatory stage, in which the freelancer collects preliminary data and includes more information about the work.

The second stage is the methodological stage, in which the freelancer selects the work to be performed. The questionnaire is prepared according to the transfer.

The third stage is the action stage, in which questionnaires are conducted, questionnaires are collected and a bank of problems is organized.

The fourth stage is the stage of information processing, the questionnaires are processed by Excel, Arms, SPSS, Eviews computer programs.

The fifth stage is the stage of analytical analysis, the results obtained in the above stages are reviewed and in which areas they can be used, as well as current directions and strategies for practice are developed.

The sixth stage is the implementation stage, which is the last final stage and is implemented based on the results obtained above. This is how freelance work begins. Freelance activities can be organized in all areas, and in addition, in the organization of business activities, self-employment of the population, or any permanent job and non-employed persons can engage in freelance activities. Today, there are no restrictions or administrative-bureaucratic barriers in our country to increase the income of the population and engage in entrepreneurship. Of course, here we are talking about activities that are not prohibited by the legislation of our country. Individuals who have or do not have a permanent place of work organize freelancing activities online in a virtual system, and for this there may be the following cases:

those who have a working day of 5 days a week perform additional work in unexpected cases and do not interfere with the tasks at the main workplace;

a freelance worker does not sign a contract with an employer and the period of work is not limited, the main thing is that the income they earn is not registered by the tax authorities and does not pay taxes;

employees can engage in freelancing activities whenever they want, while they are busy with their main work activities, this process can continue during other holidays when they are waiting in line at the doctor's appointment, when they go to the theater and cinema. At the same time, there are several factors that affect any person who organizes a freelance activity, and it is necessary to clarify these factors.

The first factor (objective factor) is the political, socio-economic situation of the country, the existence of society's need for free employment, i.e. freelancers, the socio-economic level and position of the society of this country, employment of employees with specific work activities, adaptation of freelancers to society, individual work formation of the skills to conduct activities and studying the interests of employees, increasing the number of freelancers year by year as a result of the country's legislation supporting freelance activities.

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The second factor (subjective factor) is the socio-demographic characteristics of workers, including freelancers, the activation of social and professional attractiveness of workers, higher education level, the level of professional training of workers, and their social importance.

Professional orientation, workplace conditions, content of work, quality of planned work and socio-psychological environment can be attributed to freelancing. This in turn:

firstly, the conditions of the workplace - technical conditions of the workplace, incentives for labor activity, work schedule, sanitary-hygienic conditions, level of computerization and automation, conditions created for creativity;

secondly, the content of the labor activity - the work to be performed should be performed quickly and qualitatively, as required by the consumer, ensuring the continuity of payments for the performed labor activity;

thirdly, the quality of the planned work - the quantity and quality of the work performed during the planned time should be high;

fourth, socio-psychological climate - the interests of both parties are taken into account in labor contracts concluded between freelancers and clients, compliance with civil-legal contracts, and non-engagement of freelancers in work activities that endanger their health.

By studying the influence of the above factors, we were convinced that it is necessary to clarify the positive and negative aspects of the influence of all factors. Because they should ensure rapid development of freelance activities. When analyzing freelance activities, it is necessary to distinguish groups of factors affecting the influence and development of networks. The tasks and goals set for the freelancer depend on the above factors.

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ISSUES OF ORGANIZING THE INNOVATIVE DEVELOPMENT OF
FREELANCE ACTIVITY

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Abstract: *This article provides information on the issues of creating a new group of freelancers by organizing the innovative development of freelancing activities.*

Key words: *globalization, entrepreneurship, freelancing, crowdworking, computer technology, outsourcing, personnel leasing*

The process of globalization of the world economy demands a serious change in all industries and sectors, requiring a modern person to reconsider all his actions in the field of work and entrepreneurship. At the same time, this process became a strong incentive for people to innovate their work and lifestyle. One of the factors that have a strong impact on freelance activity is the instability of this activity, in this activity, the lack of a permanent place of work, the lack of permanent guaranteed customers, the shortcomings in the field of small services cause the loss of customers. tries to work.

This movement, in turn, will lead to the introduction of new innovations in work, to always be the first in the field of activity, and to put the wishes of consumers first will be the first main goal of freelancing. According to R. Inglehard, conducting large-scale scientific researches on freelancing activities in the era of globalization has increased the value of scientific researches. Despite how unstable the work of freelancers is, we can observe that their ranks expand and the products and services produced by them grow from year to year. There are several convenience aspects that make freelancing work popular among the population, which provides several conveniences for the worker. At the same time, the author proposed to develop a "set of indicators of the success of freelancing activities" in order to develop freelancing activities in the Republic of Uzbekistan by processing the above data.

There are several attractive aspects of freelancing without which the development of the industry is impossible. The main motivating factor for moving from an organization with a permanent job to the freelance industry is high income, creating a convenient work schedule, the possibility of working at home allows a freelancer to optimize the rent for a workplace, rent and other expenses. Another form of such online employment is Crowdworking (crowd means team, working means work) and is developing. Today, several organizations and enterprises are starting their work with limited funds, because of which they cannot hire workers in the state for various small jobs.

According to Lilly Ayran, a computer scientist at the University of California, Berkeley, crowdworking involves doing large-scale work on a computer or mobile app, with a tight schedule and pay. They are mostly found in the US and India, Mechanical Turk (Amazon), founded in 2005, is one of the most popular online crowdworking platforms and has 500,000 crowdworking sites. First of all, we should not confuse freelancing and crowdworking. There are also types such as outsourcing, personnel leasing, outstaffing.

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Outsourcing is common today in several foreign countries, especially in the Russian Federation. Many organizations and businesses include those who perform some of their duties, such as advertising, legal services, marketing, and conducting sociological surveys. Outsourcing (when translated from English, outsourcing means the performance of internal services) Those engaged in such services receive an order to perform one of the internal functions of the organization, but the executor receives only the type of service, not his employees.

These relations are regulated on the basis of contracts between the customer and the contractor. The contractor independently determines the number of employees, and the customer does not interfere in this process. Outsourcing organizes labor activities in exchange for the performance of internal functions by organizations or enterprises, which organizations or enterprises are freed from these tasks for a long time, several functions are concentrated in the enterprise itself, but they cannot fully operate. In particular: the marketing department, the advertising department, etc. are not visible in the activities of enterprises. They should be the locomotive of enterprises or organizations. For this reason, the outsourcing of advertising, marketing services, computer services, and logistics services to specialists is considered one of the most optimal options in the market economy.

Personnel leasing - employment contracts are concluded by recruiting agencies with workers, in which the scope of work and working hours are clearly defined. understood. There is another type, which includes staffing companies, namely "outstaffing" (outstaffing means hiring personnel for a specific state), in which, unlike recruiting agencies, they connect the companies or organizations that order workers to the main state of work.

For this reason, the employee continues his work at the previous workplace. Also, the customer can inquire about the number and qualification of workers, but cannot interfere in labor relations. Based on this, the customer controls the quality of the performance of various functions by the personnel, while the contractor controls the number and quantity of personnel and all processes related to labor activity. At the same time, the employee is a member of the customer's team and receives all personnel-related documents from the contractor.

For this reason, many companies turn to outstaffing, and the main reason for this may be the limitation of staff in budget organizations, risk reduction, and avoidance of various conflicts in labor relations. They focus on business development and delegate some other tasks and functions to outstaffing and outsourcing companies and recruiting agencies.

Freelance activity is directly related to age, gender composition, income and level of education, as well as the talent of the freelancer, his diplomacy to communicate with most people. These processes depend to a large extent on the level of activity of the Internet, mobile communication tools, computer technologies, and how the freelancer uses these technologies and on his ability to quickly master new techniques and technologies. Since the 70s of the 20th century, a narrow specialization in the fields of work and employment began to be observed, as in many other fields, under the influence of such changes, the growth of unemployment, the emergence of huge armies of the unemployed in the labor market. The structural changes taking place in the Republic of Uzbekistan during the transition to the market economy, under the influence of changes such as restructuring and modernization of industry, diversification, restructuring, as well as under the influence of various unexpected crises, create a huge army of unemployed people in the country. In order to provide them with work, to find their place in life, the state allocates many benefits, financial

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funds, and measures such as improving their qualifications and retraining for the profession are being implemented.

At the same time, we need to inform the people of the country about the types of virtual employment, and allow the companies and agencies related to the practice to conduct their legal activities. If we can make people interested in online, digital economy, if we widely promote the activities of freelancing, outstaffing and outsourcing companies, recruiting agencies, we will facilitate several functions of many enterprises, companies and organizations in our country. Not only the unemployed, but any ICT-savvy person can engage in this activity and create additional sources of virtual income. For this reason, it is observed in the practice of several developed and developing countries. In the 1990s, reforms in this area were carried out in many countries. In particular: in the 1990s it was held in Latin American countries, in 2013 in Germany and India. In particular, in Germany, in 2013, workers earned less than 400 euros per month, and after the reforms, small digital jobs began to appear across the country, which in turn began to include not only the unemployed, but also the employed and digitally savvy population. . This, in turn, increased the sources of income for workers. Such practices have been adopted in many countries, all such organizations have begun to merge into trade unions, allowing trade unions to operate freely and emerge as organizations that protect the interests of workers.

The development of the modern economy, in turn, has led to such changes, while the self-employed workers and the companies and organizations that hire them have developed. This process was further accelerated by the rapid development of ICT. For this reason, it has become popular for a number of professions to operate in a virtual system. These include computer programmers, journalists, translators, designers, SMM specialists, operators, advertising and marketing specialists, digital administrators, accountants, engineers, architects, lawyers, analysts, scientific and technical research and others.

In many other countries, the types of "officeless companies" have increased and they have become trends. Instead of operating by establishing a permanent workplace or office, companies and firms without an office began to increase. It is very important to have offices in the manufacturing, pharmaceutical, construction sectors, or even in the banking sector. Rapid penetration of digital technologies into the world economy has led to profound structural changes in all economic sectors. Digital technologies are closely related to the digital revolution of the late 20th century. The emergence of large-scale exhibitions in the 60s of the 20th century, the emergence of mobile communication tools under the influence of the development of personal computers in the 70s and 80s, the development of the mobile Internet, the development of miniature production, and the emergence of artificial intelligence led to the occurrence of a digital revolution.

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EXPERIENCES OF FOREIGN COUNTRIES IN THE USE OF INNOVATIONS IN
THE DEVELOPMENT OF SMALL BUSINESS ENTITIES AND ASPECTS OF THEIR
APPLICATION IN OUR COUNTRY

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Annotation: *In this article, the experiences of foreign countries in the use of innovations in the development of small business entities and aspects of their application in our country.*

Keywords: *innovation, small business, innovation process, business plan.*

Introduction

Small business is the most dynamic component of the market economy, which serves to develop innovative processes, strengthen the economic situation of regions, increase the number of jobs, increase competition, fill the market with consumer goods and services that are in high demand by the population.

Despite the official presence of all the necessary laws and other instruments and institutions regulating the development of entrepreneurship, the Republic of Uzbekistan is a country with a very low number of small and medium-sized enterprises per thousand people. Thus, according to the World Bank, among 189 countries and territories analyzed in its 2019 report, New Zealand took first place. It is followed by Singapore, Hong Kong, Denmark and South Korea. In the Republic of Uzbekistan, the number of small business entities per 1,000 inhabitants is 14.7 units, an increase of 104.3 percent compared to the previous year. This indicator is equal to 22.0 units in Poland, 74.2 units in the USA, and 45.0 units in the countries of the European Union.

Financial support of economic activity in small and medium-sized enterprises is the least studied issue in the reformed local enterprise management system. If about 83% in the USA and more than 92% in Germany implement the planned forecasts, the number of researches on the Republic of Uzbekistan is only 17.4%.

The experience of developed countries shows that small business there develops successfully when it is implemented under state patronage: budget funds and political tools that can attract funds from business entities to small business are used. If we pay attention to the European experience in this regard, the small business support policy is implemented through the activities of the states and special programs implemented under the auspices of the European Union.

Small business support measures are financed from the structural funds of the European Union, in particular, the Regional Development Fund, the Social Fund. At the state level, financial assistance is provided in the first years of activity through the provision of large amounts of tax credits, loans on preferential terms to entities focused on the implementation of innovations, environmental protection and ecological projects operating in backward regions, and enterprises of high social importance.

It should be noted that the governments of the countries make a great contribution to the financial support of the organizations and funds that support the development of small business. These funds are divided into joint investment companies and joint guarantee companies. National chambers

of commerce and small business associations also play an active role in the financial development of small business entities.

In Scandinavian countries, the state is the main "donor" of financial "injections" to small businesses. The governments of these countries provide subsidies and direct loans to start small businesses. Prospective and important projects can be financed by 50-75% of state funds. Ireland pays a monthly allowance of £50 to certain categories of start-up entrepreneurs throughout the year.

Analyses show that preferential loans are allocated in our country for the implementation of new projects and modernization of small business enterprises at a rate almost twice lower than the market rate. The priorities for the development of small business in the UK are the development of special programs to support small businesses (Figure 1).

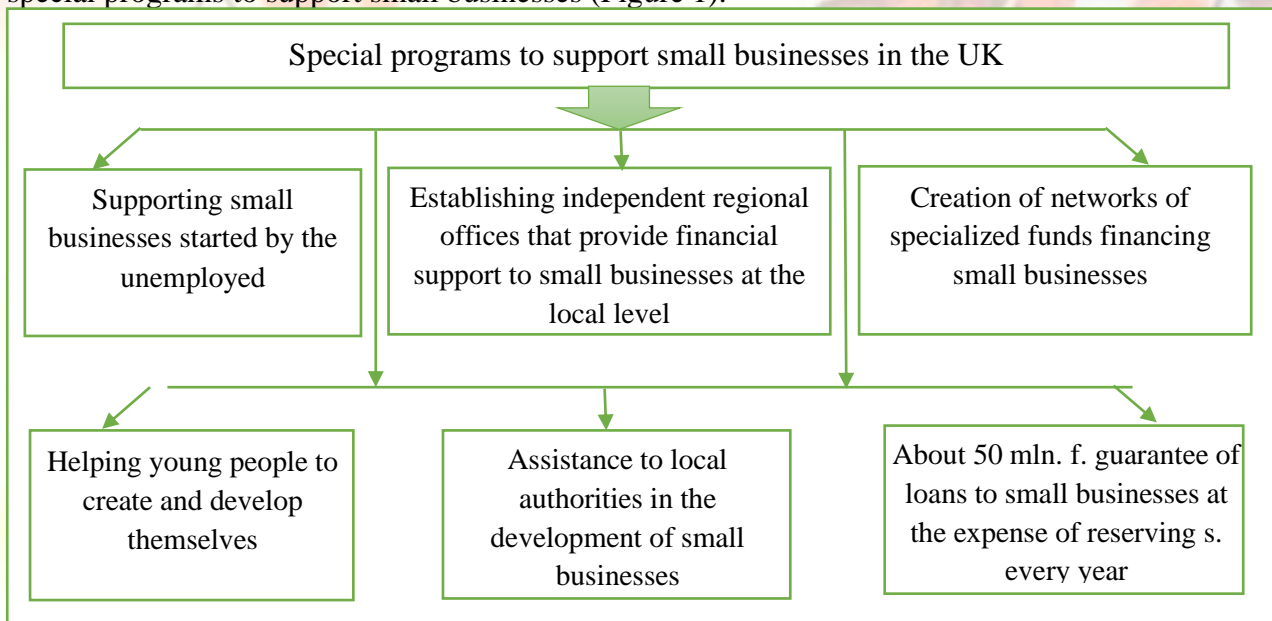


Figure 1. Special programs to support small businesses in the UK

In Italy, a system of state financial support for small business has been developed by subsidizing the activity of certain areas of small business and the activity of consortia and cooperatives uniting small business, as well as preferential lending. The amount of subsidies of such associations does not exceed 300 million liras per year or 800 million liras in a 3-year period. An interesting form of non-governmental financial support for small businesses is widespread in Spain. Here, mutual guarantee societies were established at the expense of voluntary contributions of entrepreneurs.

The purpose of such societies is to provide guarantees to banks for loans to their members. In the absence of its own funds, the Spanish government provides financial support to the societies. When a certain amount of capital is accumulated in an enterprise, it can become a mutual financing company. In this case, it acquires the status of a financial institution and engages in direct investment in business activities.

Small business support in the US is mainly through grants and direct guaranteed loans. In addition, small business support programs are implemented at the state level by attracting non-

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governmental funds. In case of insolvency of the borrower, the state covers 100% of the losses. State guarantees reduce the risk of activity of credit and financial institutions, stimulate the interests of small business creditors.

As an example of the special role of small business in the development and recovery of the national economy, Japan provides about 40% of industrial production with small business. Such results include the establishment of a large state support, in particular, a small business insurance corporation, a credit guarantee association; introduction of a special tax for certain types of activities, such as providing preferential loans, guarantees, subsidies to enterprises for modernization and improvement of production, implementation of joint projects with universities and institutes on new developments, development of the light and food industry, adoption of new products and new technologies achieved due to In addition, it is financed by the state for providing consulting and information to small businesses, training personnel.

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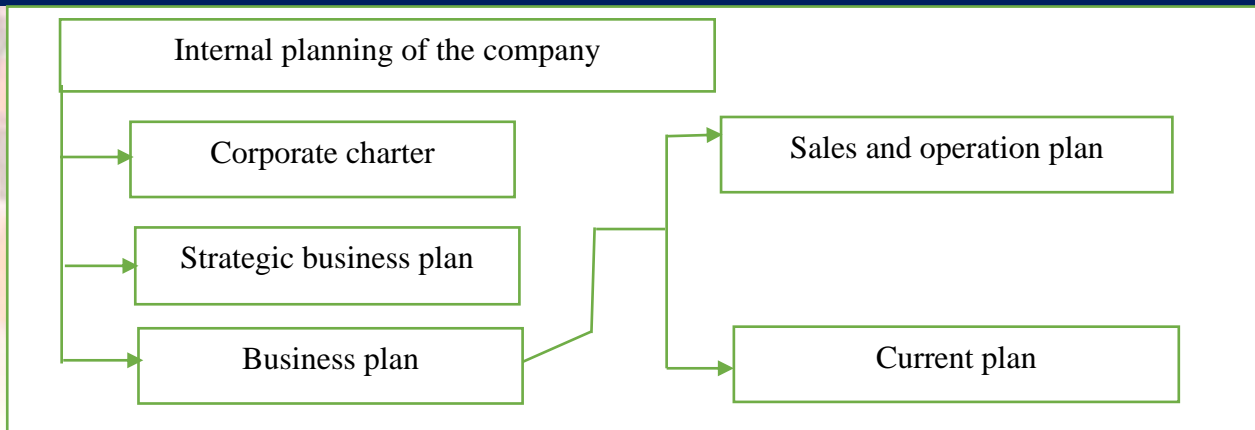


Figure 2. Aspects of internal planning in foreign companies adapted to our national economy

As can be seen from Figure 2, the main goals of the enterprise are determined by the Corporate Charter. It expresses corporate standards, market orientation, ownership structure, business location, and relationships with owners and employees.

Next in importance is the Strategic Business Plan, which spans five to ten years and outlines financing and production strategies, sales growth, and market share. All further activities of the enterprise are formed on the basis of these two plans, and further plans are made in accordance with the above.

The basis of planning for many small and medium-sized enterprises is annual budgets, which are described in more detail in the form of operating budgets for a quarter, a month, a week. They include:

- business plan - is drawn up for one to three years (often divided into quarters) and indicates the sources of investments, determines the directions of development of production facilities, requirements for personnel, material and financial resources. Includes a consolidated sales plan in monetary terms;

- sales and operation plan (sales and production plan - product portfolio) - drawn up for one or two years, determines business plans;

- current plan (current financial plan) - includes a detailed plan of production and sales.

Thus, it can be seen that the intra-company planning of small and medium-sized business structures in foreign companies is very detailed and systematic, as several types of plans have been developed according to the relevant hierarchy. Such planning takes a lot of time, but it allows you to develop more options for the development of the enterprise in different conditions. This is explained by the pragmatism of entrepreneurs and the demandingness of legislation.

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Regarding the reforms in this regard carried out in the Republic of Uzbekistan, in the "Prospects for the development of small business and private entrepreneurship" presented in the "Concept of the socio-economic complex development of the Republic of Uzbekistan until 2030":

- stimulating the export activities of business entities, introducing a national system of export support institutions, eliminating complex procedures and reducing costs in foreign trade operations.
- to continue the practice of supporting the private sector in the post-privatization period of state-owned enterprises by developing and assisting investment projects for the restoration of non-working enterprises.
- development of a separate inter-departmental system to support small and medium-sized businesses. In this regard, the implementation of an interdepartmental collegial system in solving the problems of business entities is to create a practice of solving the existing problem on the spot.
- increasing the share of the private sector in exports to 60%;
- establishment of 200 new industrial zones in the regions and development of the system of business incubators. Creating more favorable conditions for the development of entrepreneurship in districts with difficult conditions;
- development of factoring practice based on advanced foreign experience;
- to reduce the tax burden on business entities from 27.5% to 25% of the gross domestic product by 2026;
- improvement of the activity of existing structures for supporting entrepreneurship, reducing unemployment and poverty in the regions;
- making the necessary information freely available for business entities to start their activities and preventing construction defects or problems in construction activities;
- the tasks of reducing the state participation in the economy and opening a wide path for the private sector and expanding the introduction of free market principles in economic relations were defined.

If we look at the current situation of small business, we can see a number of shortcomings that limit the use of financial planning by entrepreneurial firms, in particular: high level of uncertainty in the product market, ongoing global changes in all areas of society, their unpredictability, lack of an effective legal framework in the field of financial planning within the enterprise. , it is possible to bring limited financial opportunities for implementation of financial developments in the field of planning in many business enterprises.

According to the results of the analysis carried out in the study, the main reasons for the unsatisfactory level of planning in small businesses and private enterprises are: the lack of tools and planning methods for determining the limits of the use of planning levers in accordance with the scale of business in each specific enterprise. It is also known that many people who do not have thorough knowledge in the field of economics and management are engaged in business activities.

In our opinion, it is necessary to turn to international experience to solve the problems of small business and private entrepreneurship in the Republic of Uzbekistan, so it is appropriate to recommend some ways of improving small business enterprises.

As for the possibilities of improving the financial planning of enterprises, taking into account the high experience of small business and private entrepreneurship in the conditions of the market

economy, and taking into account the stable legislation, it is much easier for foreign economic entities to plan their activities, and the development of financial plans of enterprises is carried out in a detailed form that corresponds to the established system.

In conclusion, in order to eliminate the shortcomings that arise in the development of small business and private entrepreneurship and to improve its activities, the government of the Republic of Uzbekistan should improve and detail the legal framework in the field of financial planning within the enterprise, and as a driving factor, stimulate the active innovative development of small business and private entrepreneurship for rapid development. . This, in turn, requires the creation of appropriate conditions for the formation of an effective financial mechanism as a methodical, methodical, organizational construction of the system of financial relations inside and outside enterprises.

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MECHANISMS OF EFFECTIVE USE OF INNOVATIONS IN THE
DEVELOPMENT OF SMALL BUSINESS ENTITIES

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Annotation: *This article presents ideas and considerations about the mechanisms of effective use of innovations in the development of small business entities.*

Keywords: *small business, economic development, entrepreneurship, efficiency.*

Introduction

Nowadays, small business entities are considered as an important tool in the economic development of every country. Entrepreneurial orientation of small business owners plays an important role in fulfilling this task. Research has shown that entrepreneurial orientation, which has three main dimensions: risk-taking, initiative and creativity, has a positive effect on organizational performance and enterprise efficiency.

In this regard, J. Tang in his research states that "Organizations with a high level of entrepreneurial spirit constantly study and analyze the environment in search of new ideas." This, in turn, means that most small business entities constantly strive to gather information from the market about the needs of customers and competitors in order to strengthen their position and increase sales.

Based on these considerations, the purpose of the research is to determine the mechanisms by which entrepreneurial activity and entrepreneurial creativity, knowledge transfer, entrepreneurial efficiency, data collection, teamwork, and innovativeness of the enterprise affect the efficiency of small business entities. Because since the independence of our country, a lot has happened, which is the fact that the activities of small business entities have had a different impact on the changes of countries with stable economy.

For this, in our opinion, it is appropriate to conduct a survey on innovative activities of small business entities operating in Namangan region and draw conclusions based on the results. The results show that there are many obstacles that have a negative impact on the activity of small business entities, and the factors of information technology impact on the innovative efficiency of small business entities, productivity growth and competitiveness can be attributed to them.

Although Naude (2010) argued that entrepreneurship research should be limited to developed economies, Engelen et al. argued that similar cross-cultural research would only develop and improve entrepreneurship as small business entities distinguish between relationships that are authentic versus those specific to individual cultures. can show. Also, some authors emphasized the transferability of findings across countries, noting that conclusions drawn for developed countries cannot be generalized and are not relevant for explaining transitions and situations in developing countries.

Studies show that the sudden transition from a centrally planned to a market-oriented economy in the Republic of Uzbekistan was a radical change, and it showed that it was impossible for enterprises to simultaneously reorganize internally and successfully adapt to new environmental conditions. Although economies in transition are becoming more like Western economies, the competitiveness of some organizations remains limited by the legacy of the previous political and economic system.

The way organizations operate in the past is not compatible with the modern way of doing business, which requires flexibility, innovation capacity and strengthening of the entrepreneurial spirit. Taking into account all the analyzes carried out in the study, an innovative conceptual model of small business entities was developed and a number of measures were proposed to study the factors affecting their efficiency (Figure 1).

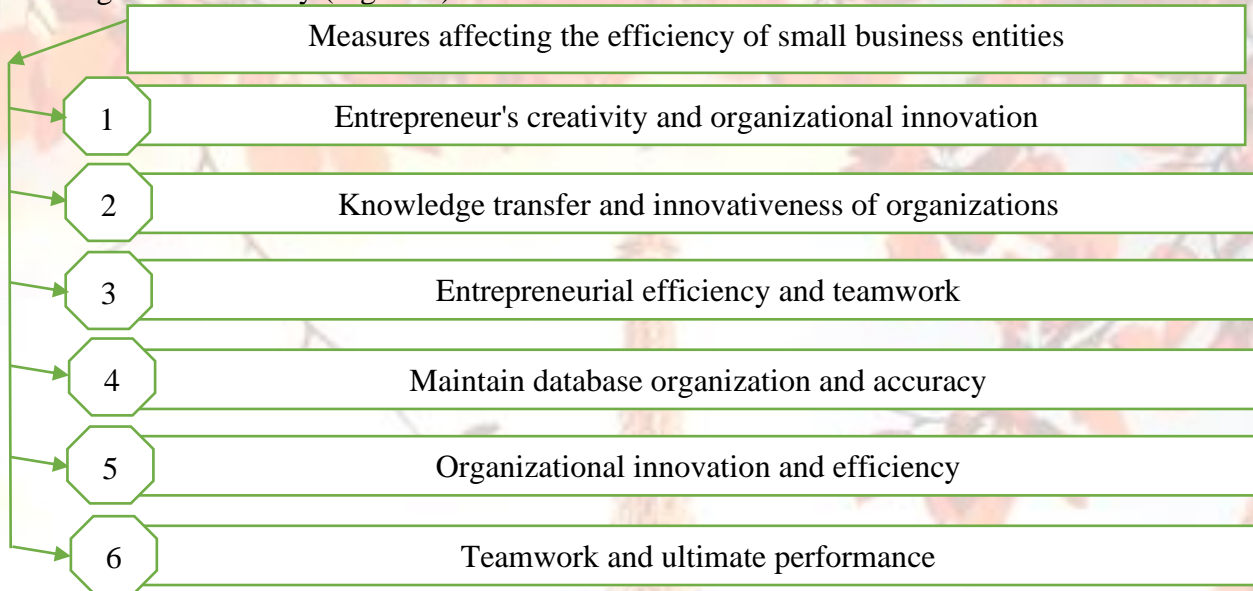


Figure 1. Measures affecting the efficiency of small business entities

If we explain each of the measures presented in Figure 1, Schumpeter emphasized the main role of entrepreneurial creativity in the initiation and development of technological innovations and economic changes in his theory of "Creative Destruction" regarding the entrepreneur's creativity and organizational innovation. Creativity is a characteristic of all people, but only a small part of the population uses this creativity. It can be noted that entrepreneurial creativity is the future perspective for small business entities. It can be seen that entrepreneurial creativity allows to create new and useful ideas in any field.

Creative people in one area are likely to be creative in other areas, just as highly intelligent people do well in any cognitive task. Creative individuals are essential in an organization to achieve sustainable and competitive advantages, but their presence creates an impact and can be a role model for the rest of the workforce. In general, innovation is a key element of competition and dynamic market efficiency. In the long run, an innovative organization will grow faster and be more efficient and profitable than a non-innovative one. This means that entrepreneurial creativity has a positive effect on innovative activities of organizations.

Knowledge transfer and innovation of organizations from the point of view of small business entities - this represents a process in which the experience of one group affects another group, and in this process two or more parties participate. In this regard, Sparkes and Miyake state that "in organizations where there is good communication between employees, knowledge transfer is normal and happens indirectly." Businesses cannot create knowledge by themselves, because knowledge is created by individuals, and these individuals spend twice as much time sharing it with others.

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The correct transfer of knowledge improves the innovativeness of organizations and thus the performance of small business entities, increases their efficiency. If every organization is able to master its knowledge and use it, if it carries out creative work on the basis of this knowledge and finally creates new knowledge, it will improve its activity and ensure its continuity. In short, the transfer of knowledge and information increases the innovation and efficiency of small business entities.

Entrepreneurial efficiency and teamwork can be understood as the level of belief that a person can fulfill the tasks and roles of entrepreneurship. In this, Wood and Bandura note that "entrepreneurs with the same skills may have weak, normal, or excellent performance depending on their beliefs about their own effectiveness, which may increase or decrease their motivation, or their problem-solving efforts." Individuals with high self-efficacy for a particular task are more likely to search for and continue to perform that task than those with low self-efficacy.

Of course, in this regard, a person can be highly effective in one area, but show himself to be low in other areas. This is especially noticeable when performing specific, very specific tasks. Entrepreneurs who have strong beliefs about their business performance associate difficult situations with rewards such as profit, because it is not about the past, but about what can be achieved in the future.

According to Bandura, current affect related to self-efficacy is related to four sources of information, such as observing the behavior of others, support from significant others, and emotional excitement or anxiety associated with certain types of behavior. In homogeneous groups, high-performing individuals are encouraged to become more productive themselves. And this, in turn, the effectiveness of entrepreneurship has a positive effect on teamwork, thereby increasing business efficiency.

In establishing a database, market intelligence is defined as information related to current and potential stakeholders from a variety of external sources. In their paper, Kawakami et al confirmed the importance of the data collection process for both large and small businesses. Creating a database is a big problem for small business entities because they have limited resources and lack of market research experience. Therefore, most entrepreneurs rely on informal sources of information such as relatives or existing customers.

Quality decision-making requires the integration of large amounts of knowledge spread across small business entities. This means that those who need to make decisions must first find information within the organization, and then transfer this knowledge to work groups as needed. Internal training, combined with external: fairs, exhibitions, seminars, training programs, creates the necessary conditions for successful teamwork in small business entities, thereby providing an opportunity for quality decision-making.

Small business entities with previous experience in the field of innovative activities have a greater chance of success than non-innovative enterprises. In many studies, there is evidence showing a positive relationship between the innovativeness of organizations and the performance of manufacturing and service enterprises. The same studies show that innovations in small business entities have a positive effect on their efficiency, the development of enterprises and the increase in the volume of exports.

The main elements of each organizational unit are people and teams, and through this, small business entities achieve a synergistic effect, because more than any individual contribution, they

learn to work together, and each person in the team achieves more than he can do. Today, teamwork is becoming more and more important, and modern business is almost unimaginable without it. Almost all studies confirm that teamwork increases employee satisfaction and loyalty, which brings small businesses closer to their goals. The use of teams is part of social responsibility, it increases communication, trust and promotes productivity.

Questionnaires were created for respondents using the conceptual model for evaluating the impact of measures on the efficiency of small business entities, and this questionnaire contains 25 questions divided into 7 groups, which are related to the innovativeness of entrepreneurial creativity and the efficiency of small business entities. To evaluate the answers, we used five-point evaluation criteria on the scale of "very bad", "bad", "moderate", "good" and "very good" using the levels of correlation (Table 1).

Table 1

Questionnaire evaluation of answers

Levels of connection	Evaluation criteria	Жавобларни баҳолаш
$0 < x \leq 0.19$	1	"too bad"
$0.2 \leq x \leq 0.39$	2	"bad"
$0.4 \leq x \leq 0.59$	3	"medium"
$0.6 \leq x \leq 0.79$	4	"good"
$0.8 \leq x \leq 0.99$	5	"very good"

This research was carried out on the basis of explaining the meaning of each question to each respondent personally through the author in order to avoid misunderstanding regarding small business entities operating in Namangan region in 2022-2023. The survey was conducted in a closed manner in order to ensure accuracy and reliability in the results.

However, there were respondents who did not want to fill out questionnaires. The survey covered an average of 2,841 (10.7%) small business owners out of a total of 26,531 (compared to 2021), of which 717 questionnaires were not filled in correctly (2.7%). The ratio between the sample size (2124) and the number of questions (out of 25 questionnaires) is 84.96 and is found to be much greater than the specified value of 5.

The model contains four independent variables: entrepreneurial creativity (A), knowledge transfer (V), entrepreneurs' self-efficacy (S) and information gathering (D), as well as three dependent latent variables: organizational innovation (E), teamwork (I) and profitability (K). All of these variables are measured using items adapted from published work relevant to our study (Table 2).

Table 2

Questionnaires for assessing the impact of measures on the efficiency of small business entities

	Main questions (main criteria)	Submeasures
1.		A1-I invent great and surprising solutions

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	A - Entrepreneurial creativity	A2-My ideas are usually very unique
		A3-When I encounter obstacles, I am able to overcome them
		A4-I try to find new solutions, even if they are not expected of me
		A5-I have a huge amount of ideas
2.	V - Transfer of knowledge	V1-Enterprise has formal mechanisms that guarantee the exchange of best practices in various fields of activity
		V2-Small business entities have individuals who participate in several teams or divisions and act as liaisons between them
		V3-There are individuals responsible for collecting and distributing internal employee suggestions
3.	S - Self-efficacy of the entrepreneur	S1-I am able to set profit targets and achieve them
		S2-I can control my expenses
		S3-I am able to conduct market analysis
		S4-I am able to develop new ideas
4.	D-Data Collection	D1- I collected a lot of information about the industry and sales based on the business idea
		D2- I gathered a lot of information about the markets based on the business idea
		D3- I organized work on a business idea
5.	E-Organizational innovation	E1-The number of new products of the entity that is the first to enter the market (or the first participants of the market).
		E2- The number of new products and/or services launched by small business entities
		E3- Speed of new product and/or service development of small business entities
6.	Working with the I-Team	I1- Help is available to develop new ideas
		I2- People in this community are always looking for new ways to approach problems

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		I3- My team members are always looking for new solutions and look at every problem from a different perspective
		I4- People in a team collaborate to help develop and implement new ideas
7.	K-Organizational Effectiveness	K1-Small businesses are doing much better in terms of competitiveness
		K2-Our sales are growing more than our competitors
		K3-Our market share is higher than our competitors

The results showed that 1,742 male and 382 female entrepreneurs participated in the survey. Of the total number of respondents, 82.5% (1752 people) belong to the age group of 26-55, which means the best period for entrepreneurship. According to the size of small business entities, 74.1% of micro-enterprises (1574 persons) are owners (less than 50 employees) and 847 are large enterprises in relation to the size of the firm. Table 3 shows the results of the analysis of descriptive situations and demographic characteristics of small business entities of Namangan region with the help of selected factors.

Table 3

Descriptive situations and demographic characteristics of small business entities of Namangan region

Indicator	Control variables	Category	Frequency	share %
CA	Sex	Male	1742	82,0
		A woman	382	18,0
CB	Age of employees	≤ 25	262	12,3
		26-35	716	33,7
		36-45	454	21,4
		46-55	533	25,1
		≥ 56	159	7,5
CC	Number of employees	≤ 10	442	20,8
		11-50	1342	63,2
		51-200	340	16,0
CD	The age of the enterprise	≤ 5	355	16,7
		6-10	523	24,6
		11-20	552	26,0
		21-30	399	18,8
		≥ 31	295	13,9
CE		No	607	28,6

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	Experience before starting a business	Yes	1517	71,4
CI	An experience left over from before	No	673	31,7
		Yes	1451	68,3
CK	Source of capital	Internal capital	1011	47,6
		Foreign capital	312	14,7
		Bank loan	801	37,7
CJ	Industry	Agriculture	211	9,9
		Industry	414	19,5
		Construction	199	9,4
		Services	1300	61,2

Of the total number of respondents, 71.4% had previous business experience, which means that 28.6% had just started business. 68.3% (1517/1451) of those who said they had previous entrepreneurial experience said they had previously worked in their current job. Also, 47.6% and 37.7% of the organizations are local and 14.7% of the organizations are operating from the population's own funds and bank loans, and they are a joint venture.

If we pay attention to the structure of small business entities, the largest number of small business entities in Namangan region, 61.2%, are operating in the service sector, and in this regard, trade and transportation are of great importance. In the next place, industrial production is equal to 19.5%, and it is noteworthy that more attention is paid to the field of textiles and clothing in the region.

We now perform factor analysis to determine the structure of the main factors selected for the study and the identity of the latent variables. To do this, before evaluating the fit of the conceptual model presented in Figure 2, it is necessary to define an evaluation model to verify that it reliably implements the 25 questionnaire variables written to reflect the 7 construct-groups observed. Important issues of the specified model are its validity and reliability.

Therefore, confirmatory factor analysis (CFA) was applied to all latent groups of the measurement model at the same time, allowing to determine the correlation between the 7 identified groups. The reversed factor matrix produced 7 factors, resulting in acceptable results (KMO=0.90, $p < 0.000$). PCA (Principal Component Analysis) was conducted as an extraction method for each group of the specified model. The percentages of explained variance for selected factors and univariate factor extraction are presented in Table 4.

Table 4

Results of EFA and CFA statistics for the measurement model of measuring the effect of measures on the performance of small business entities

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Group	Variables	Descriptive Factor Analysis (EFA)		Confirmatory Factor Analysis (CFA)		
		PCA		Reliability	Convergent validity	
		The variance that can be described by a one-dimensional factor, %	Factor loading	Cronbach alpha ¹	Factor loading	t- value
A	A1	69.74	0.81	0.78	0.73	18.51
	A2		0.78		0.68	17.50
	A3		0.76		0.67	17.57
	A4		0.78		0.76	18.60
	A5		0.78		0.71	17.62
B	B1	77.54	0.79	0.84	0.75	15.72
	B2		0.84		0.88	15.67
	B3		0.78		0.84	16.76
C	C1	71.47	0.83	0.81	0.68	17.21
	C2		0.82		0.75	18.74
	C3		0.78		0.73	17.80
	C4		0.76		0.74	17.64
D	D1	70.58	0.79	0.82	0.80	18.56
	D2		0.84		0.83	17.72
	D3		0.87		0.81	18.55
E	E1	71.56	0.79	0.76	0.79	17.72
	E2		0.76		0.80	17.64
	E3		0.79		0.78	18.93
I	I1	69.81	0.84	0.79	0.74	17.66
	I2		0.81		0.84	17.78
	I3		0.78		0.83	18.47
	I4		0.83		0.87	17.73
K	K1	68.49	0.79	0.69	0.74	17.90
	K2		0.89		0.79	18.01
	K3		0.84		0.81	18.78

Although PCAnalysis revealed unidimensionality in the 7 groups, CFA confirmed that the overall measurement model with maximum likelihood estimation was very good. The reliability and appropriateness of the measurement model for assessing the impact of measures on the efficiency of small business entities are also shown in Table 4. The factor loading presented in the table is a representation of the values of the correlation coefficients of each initial characteristic with each of the identified factors, the closer the correlation of this characteristic with the considered factor, the higher the value of the factor loading.

¹ Cronbach alpha кўрсаткичи CFA конвергентнинг бир ўлчовлиги ва ишончлиги ҳамда хақиқийлигини баҳолаш учун ишлатилган

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The unidimensionality and reliability of the analysis (Cronbach's alpha) CFA parameters show that all groups are unidimensional and highly reliable. In addition, Cronbach's alpha was used to assess CFA convergent validity, and if all factor loadings of indicators on their constructs were significant, convergent validity was achieved. The values of factor loading, t-value and p-value ($p < 0.05$) shown in Table 3.1.4 indicate strong convergence of all constructs. There are a number of suitability criteria for assessing the overall suitability of models.

Table 5

Values of the indicator device for measurement and structural model

Compliance indicators	Values for the measurement model	Values for the system (PATH) model	Recommended values
Chi-Square (χ^2)	897.8	942.7	-
Degree of freedom (d.f.)	453.7	485.3	-
Relative Chi-Square ($\frac{\chi^2}{d.f.}$)	2.43	2.76	<3
Root mean Square error of approximation RMSEA	0.068	0.071	<0.08-0.10
Goodness-of-Fit Index (GFI)	0.82	0.89	>0.8
Adjusted goodness-of-Fit Index (AGFI)	0.87	0.88	>0.9
Comparative Fit Index (CFI)	0.97	0.96	>0.9
Incremental Fit Index (IFI)	0.94	0.95	>0.9
Normed Fit Index (NFI)	0.98	0.96	>0.9
Non- Normed Fit Index (NNFI)	0.95	0.98	>0.9
Relative Fit Index (RFI)	0.98	0.93	>0.9

Some common measures of absolute fit include fit indices (GFI) and root mean square error of approximation (RMSEA). The GFI is a non-statistical measure that ranges from 0 (poor fit) to 1 (perfect fit). The higher the value of the GFI indicator, the better the game. Model fit is established with a GFI value greater than 0.90. This indicator is acceptable in our model (GFI=0.89), its value is slightly above the threshold and is assumed to increase with the increase in the number of respondents.

Based on the obtained values of the indicators (AGFI, CFI, IFI, NFI, NNFI and RFI) considered acceptable (values above 0.90), we show a consistent increase in correspondence in the proposed model. A final aspect to be explored is the parsimony of the proposed model, with only the relative chi-square of the proposed measures being used in the confirmatory analysis. This scale should take values greater than one and even three to five to ensure that the data is not overfitting. In our case, the achieved value is equal to 2.76 and is therefore considered to be within the accepted limits.

It can be seen that research is related to the development of entrepreneurship, creativity and innovation. It is worth noting that due to the conditions of economic development and national culture, entrepreneurship continues to develop, because it does not naturally lead to risk, and on the other hand, it is determined that it is inevitably related to the concept of entrepreneurship.

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Overall, the research conducted examined the results of how the personality characteristics of small business owners affected the performance of the entity. The study allowed entrepreneurs to assess their creativity and self-efficacy. We also tried to alleviate the subjectivity of small business entities in relation to innovation, forcing them to evaluate themselves against the biggest competitor. Future research could reduce subjectivity by using a different measure that excludes entrepreneurs' self-reports. In conclusion, the results obtained from the study cannot be generalized for the whole country, but can be a good basis for further research in other countries.

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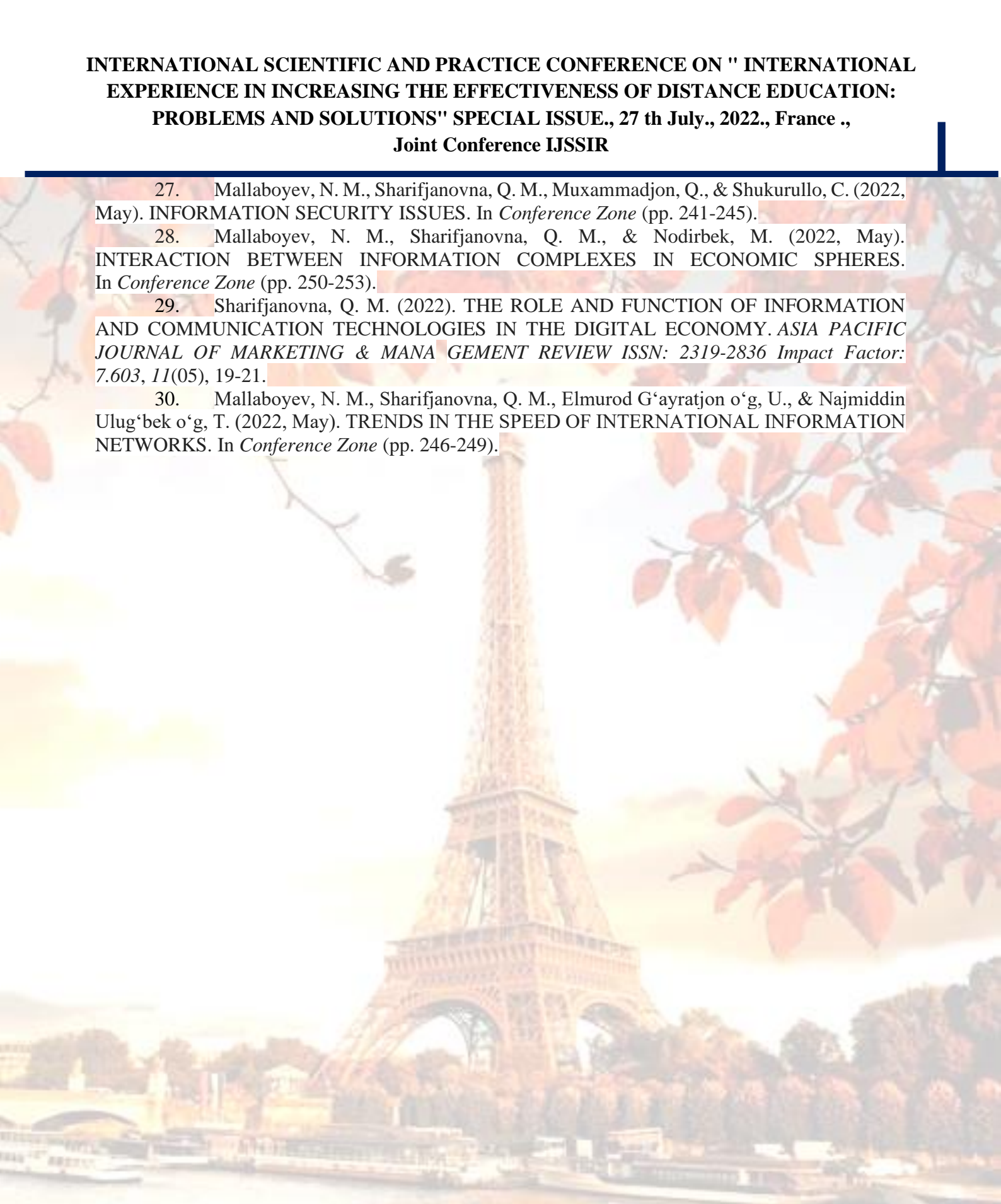
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