

Factors Affecting On Innovative Processes In Industrial Enterprises

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Abstract—This article presents views on the main aspects of the organization of innovation processes in industrial enterprises and their importance. It also analyzes the innovative development of developed countries, including USA and Japan. Factors influencing innovation and the processes that motivate its development are studied. All types of innovation in industrial enterprises, both technological and theoretical, should be used as the most optimal element to overcome the competition, because innovation in any country includes its geographical location, population, training of specialists. The issue of human resources is especially important here. Therefore, when innovation is modeled on developed countries, a one-sided analysis may not give the right result.

Keywords—*Innovation, industry, product, efficiency, development, training, technical development.*

Introduction

The innovation process is the ability to transform scientific knowledge into innovation, which can be seen in events ranging from an innovative idea to a product, technology or service. It should be noted that, unlike others, the innovation process does not end with the implementation, but the launch of an innovative product or service or the achievement of a certain capacity of a new technology is one of the key parts of this process and the basis of the innovation process is the creation of new equipment and technologies. and is also a process of assimilation. At the same time, scientists consider "scientific and technological progress", "innovative activity", "innovative efficiency" and others as the end result of innovative processes.

All types of innovation in industrial enterprises, both technology and theory, should be used as the most optimal element to overcome the competition. Today, the development of innovative processes in industrial enterprises is an important factor in accelerating economic reforms. In particular, the introduction of digital technologies into industry is driving the development of innovation, which requires

the training of modern personnel in industrial enterprises, and this process is considered a topical issue around the world.

One of the important steps in this direction was the structural changes in the government, ie the establishment of a single state policy body in the field of innovation and scientific and technological development, the formation of the Fund for Support of Innovative Development and Innovative Ideas.

At the same time, there are still a number of problems that hinder the establishment of effective mechanisms of cooperation between research and industry, the strengthening of ties, to which, first of all [2]:

- first, low and unsatisfactory rates of commercialization of research results of higher education institutions and research organizations;
- second, the lack of mechanisms to stimulate innovation processes, the implementation of comprehensive programs of innovative development and innovative activity at the regional and sectoral levels, support for innovative active business entities;
- third, insufficient involvement of the private sector in innovative activities, including due to their low interest rates;
- fourth, the lack of effective measures to increase the efficiency of the distribution and rational use of grants in the framework of state scientific and technical programs;
- fifth, factors such as the unsatisfactory level of international cooperation and investment attraction in the field of research and innovation.

Therefore, all the measures taken require the development of innovation and its support by the state. The Action Strategy for the five priorities of the development of the Republic of Uzbekistan also pays

special attention to this issue. A number of priorities for effective and optimal use have been identified. [1]

Literature review

N.A. Gareeva's article "Innovative development of industrial enterprise: assessment and prospects" ("Инновационное развитие промышленного предприятия: оценка и перспективы") [16] discusses the components of innovative development, which are analyzed through appropriate models. The necessary conditions for the implementation of innovative processes in the industrial enterprise have been studied. Innovative activity based on innovation parameters was studied and opinions were expressed by the author. The article analyzes the innovative activities of enterprises as part of the definition of innovative development strategy and concludes with relevant conclusions.

T.Ivanova's book "Industrial technology and innovation" ("Промышленные технологии и инновации") [17] describes in detail the conceptual apparatus and main directions of modern industrial development, the importance of the innovation environment, technological structures, the organization of innovation processes in the European Union and Russia and industrial policy. The manual also examines the relationship between "technology and industry", the development of the essence of each industry, such as machinery, oil refining and the application of innovations.

"A Case Study on R&D Investment of Technology-Intensive Private Enterprise in Sichuan Province of China" published on the basis of SCOPUS by W.Zhen, J.Li, M.Zhang, Z.Zhang, Y.Helar [4] discusses that currently, private enterprises in Sichuan Province, China, face the problem of "weakness and lack of resilience in innovation". Theoretically, this article has contributed at the micro level to the literature on "innovation chain" and "research and investment in technology-intensive enterprises". From a practical point of view, this article provided a reference for government decisions on R&D and investment activities that are useful in terms of improving the independent innovation capabilities of technologically intensive private enterprises in Sichuan Province.

A.V.Platonova, A.I.Afonichkin, E.V.Pustinnikova, I.S. Pinkovetskaya, VV Baklushinsky's article "The model of mutually beneficial cooperation of industrial enterprises in the conditions of innovative development" [3] published in SCOPUS database presents their views on the model of formation of mutually beneficial cooperation

between enterprises. Moreover, in this article, methodological approaches to the classification of groups of industrial enterprises in the context of innovative development were considered. Sectoral characteristics (by type of economic activity) are disclosed for each identified group of industrial enterprises.

Research methodology

The methodological basis of the article is the use of laws, decrees and other documents related to innovation processes in the country. The author also used methods such as systematic analysis, comparative analysis, logical approach in the article and based his opinions on them.

Analysis and result

We are well aware that innovation is interrelated with economic benefits. That is, the development of competition in the economy, more precisely, the increase of competitive products is influenced by material, financial, intellectual, scientific, technical and other resources. For example, scientific and technological progress is the process of continuous development of science, technology, technology, improvement of forms of labor objects, forms and methods of organization of production and labor.

Scientific and technical progress



Thus, the development of a competitive environment has an impact on the improvement of social aspects, that is, the most important means of solving social problems, such as improving working conditions, protecting the environment and ultimately improving the welfare of the population. In this case, the issue of personnel is involved as an invisible element by experts. Because the issue of personnel is directly involved in technology, in the organization of labor, as well as in science.

According to experts, there are two stages of technological innovation - product and process.



At the same time, product innovation can also be called new or improved products. Process innovation can be called the production of new or important products, the organization of production. You are asked to pay attention to one thing, that is, in the opinion of experts, it is impossible to create such innovative products using only existing equipment or production methods. We pay attention to the data of foreign countries. In U.S. and Japanese companies, personnel management is also important to improve innovation processes. For example:

- In American companies, all his plans are made in advance and the scope of work for each is determined. In addition, companies are looking for suitable people for a particular job. If, during an examination of a job applicant, it is determined that he or she is exceeding or exceeding the prescribed limit, he or she will usually be rejected. This construction is similar to a brick wall: each worker must fit into the intended location, otherwise it will be rejected ¹[5].
- In Japanese companies, however, it hires people a little differently, and then considers how to use them. The manager observes them for a long time and asks them to perform various complex and simple tasks, as a result of which the employees are selected taking into account the strategic plans of the company ²[7].

The adaptation of workers and managers to the new conditions has become a hallmark of the Japanese enterprise. Japanese companies offer retraining to workers when a particular industry declines, changes direction, or replenishes its operations, and in most cases, they are ready for it.

In general, the attitude of management in the United States towards workers and even lower-level managers is very hierarchical, much more so than in the eastern country Japan, where Westerners always assume the existence of such hierarchies.

Also, 1/3 of all innovations in the U.S. are process-dependent and 2/3 of it is effective. In Japan, on the other hand, 2/3 is ineffective and 1/3 is effective. It is well known that innovation is closely linked to scientific and technical progress and is largely its result. Therefore, scientific and technological progress is an important factor in the production of products provided by science through the discovery of new laws, phenomena and features of the environment and the increase of labor productivity, improvement of means and technologies of production.

In the implementation of economic reforms, in the organization of production and business processes, in particular innovation, it is necessary to structure, specialize and solve the necessary work in a consistent manner, taking into account the available resources. In this regard, the management of innovation processes, the creation of an innovative environment play an important role. It is also the starting point that determines the development goals of an industrial enterprise and the effectiveness of achieving these goals. The main role of management is to maintain a balance between the content and the state of the environment to manage innovation. Innovation management in industrial enterprises depends on their internal and external environment. The internal environment of an industrial enterprise is a direct environment of innovative management, which requires its activities to be carried out in an organic unit with the activities of the whole enterprise and includes the following traditional types of management:

Traditional	Modern
<ul style="list-style-type: none"> • Production management • Production structure of the enterprise • Resources • Production technology • Organization of production processes • Produced products • Enterprise financing • Accounting systems • Capital construction • Enterprise marketing system • Organizational culture of the enterprise • Personnel management 	<ul style="list-style-type: none"> • Opportunities of new information technologies • Improving the level of technical equipment and practical methods of production • diversification of production • digital technology • Changing the social behavioral image of employees.

In the management of innovative processes, the traditional elements of the internal environment of industrial enterprises are improved by a number of new elements, ie modernized. This can be seen in the picture above. However, there are those who oppose innovation and change in enterprises. Therefore, the development of separate technologies in the management of innovative services and employees of the enterprise is required, and the factor of resistance

¹ <https://cyberleninka.ru/article/n/sravnitelnyy-analiz-gosudarstvennoy-innovatsionnoy-politiki-v-ssha-i-yaponii-1/viewer>

² <https://infomanagement.ru/referat/104/7>

to employee behavior should also be taken into account.



In situations involving the organization and management of measures to promote scientific and technological progress, workers and employees often perceive them not as an opportunity but as a threat to corporate personal interests. Resistance to innovation depends on a variety of factors. Because the innovations offered in enterprises lead to changes in the skills of employees in the workplace. Psychologically, the transition of employees from one skill to another creates resistance in some cases. As a result, there are problems in implementing innovations in industrial enterprises.

Conclusion and suggestions

In conclusion, it should be noted that the innovation process cannot be carried out separately. It depends on all economic processes and has a direct impact on their development. Reforms in enterprises often have a positive effect on innovation. This is because the presence of innovative employees or managers is important for these businesses.

1. In industrial enterprises, all types of innovation should be used as the most optimal element to overcome the competition.
2. Personnel issues are important in the development of innovations. Therefore, when innovation is modeled on developed countries, a one-sided analysis alone may not yield the most accurate results. Because the geographical and democratic location of foreign enterprises has a direct impact on innovation.
3. **In the organization of innovation processes, the emergence of various district resistances by employees is inevitable, that is, there are those who oppose innovation, change in**

enterprises. Therefore, the development of innovative technologies in the management of innovative services and employees of the enterprise requires the development of, and should also take into account the factor of resistance to employee behavior.

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