



METHODS OF INNOVATIVE MANAGEMENT OF PERSONNEL IN THE LIBRARY-INFORMATION SYSTEM

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Abstract

This article provides detailed information on the methods of innovative management of personnel in the library information system, state support of innovative activities, and determination of the effectiveness of the activities of innovation entities.

Keywords: Innovative activities, innovation entities, activity effectiveness, state policy, concept of innovative management of personnel.

Introduction

Determination of the effectiveness of the activities of innovation entities. Scientific production enterprises form the basis of enterprises that produce new, high-quality products using new technologies. The successful implementation of economic reforms largely depends on the use of methodological and methodological tools that ensure a specific assessment of the activities of these enterprises. In this regard, the issues of analyzing and assessing the financial, economic, innovation and investment activities of manufacturing enterprises, drawing correct and useful conclusions from this, and finding ways to solve the problem are of great importance for developed countries, especially those transitioning to a market economy.

Special standard coefficients are used to analyze the financial activities of enterprises. It is comparable to such universal inventions as letterforms and printing. [1] For this, it is not necessary to be a strong specialist in this field, most importantly, you need to know how to use this information correctly and effectively.

The method of using financial indicators and their ratios (coefficients) can give good results. The coefficient system shows changes in the financial condition of



the enterprise and the results of production activities, helps to see the structure of their changes and negative factors that cause uncertainties and risks.

The activities of the enterprise and its analysis are necessary for many subjects: creditors, government agencies, and specialists of competing firms. However, they approach the assessment of activities from different perspectives, based on their own goals. They are more interested not only in the financial indicators of the enterprise, but also in its intangible, intellectual property, scientific potential, innovative and investment activity. This paper and stationery should be given free of charge to students who want to copy the donated books. [2]

The methods aimed at assessing the activities of business entities vary depending on their form of ownership and activity, as well as other similar factors. Below we will consider the assessment of the activities of a joint-stock company.

The main thing for the shareholders of the enterprise is that the company operates profitably. They are also interested in how the profit is divided, what part of it is invested, what part is paid out as dividends, etc.

Two indicators of the enterprise - share capital and net profit per ordinary share - show the overall profitability of the owners' investment. This is the only way to achieve spiritual maturity and a rich cultural and spiritual heritage.[3] The third indicator is earnings per share, which shows the participation of each investment in the profit during the reporting period.

The rate of return on equity is the most commonly used indicator in analyzing ratios. Given that profit is generated throughout the year, this indicator is more often used not at the end of the year, but rather its average value.

The rate of return on ordinary shares is mainly necessary for stock market analysts, since it is an indicator that indicates the "health" of the enterprise.

The most important thing for managers and shareholders is earnings per share, which is why this indicator is taken as a basis for strategic planning of the enterprise, setting goals and objectives. In addition, on the basis of these indicators, analysts plan, compare future activities and determine the factors of "strengthening" or "weakening" of the enterprise. The following two ratios were taken as market indicators, namely: the ratio of earnings per share to the price of a share and the ratio of the market price of shares to its book value. The first ratio shows how the market assesses the results of the enterprise's activities and its future, and on this basis it is sold more often on the market. The ratio varies



depending on the industry and type of company. The second ratio is used only for comparison, taking into account the fact that the company cannot provide full results of its activities. The assessment of the activities of enterprises by creditors and lending companies is also important.[4]

The creditor or lender seeks to achieve its goals by providing funds to a successfully operating enterprise. Therefore, when lending for many years, the creditor carefully analyzes the obstacles and risks that can be expected in the activities of the enterprise. Such an assessment allows you to determine how protected the creditor is and how dependent the enterprise is on debt capital. The above system of normative coefficients is used for analysis, which serves as a basis for decisions of the enterprise management that affect production.

Financial statements are the main document in assessing the activities of the enterprise. Usually, experienced auditors begin their work only by studying the financial statements, they are not interested in the scientific and technical potential or intellectual property of the enterprise.

The analysis shows that although the main factor in the good performance of enterprises in market conditions is innovation, in the analysis processes attention is paid only to indicators related to:

- a set of financial ratios;
- financial indicators;
- return on equity of the enterprise;
- profit on common shares;
- profit per share;
- the ratio of market and book values of shares; self-coverage ratio. In this regard, in the current conditions of strong competition, it is important to develop and implement new, effective methods for analyzing the activities of scientific production enterprises, especially innovation activities.[5]

State support of innovative activities. Scientific activity is a traditional direction of state policy. The fact is that scientific ideas, the purpose of which is to make a profit, cannot be directly applied to economic activities. Therefore, enterprises and companies are cautious in financing research, although they are interested in its results. In the current conditions, business takes on the function of providing one of the important resources of the innovation process - scientific ideas and knowledge. That is why in the official documents of leading countries, scientific



and technical progress is seen as a single chain: scientific ideas and developments - innovative business - large-scale use (application). For Uzbekistan, which, like other CIS countries, is implementing reforms related to a market economy, it is important to develop rational forms of state management of the sphere of science and technology. Because ITT is the main source of economic growth.

The goals of the scientific and innovative policy of the world's leading countries are:

- increasing the share of science and technology in the growth of the country's economy;
- ensuring progressive changes in material production;
- increasing the competitiveness of our national products in the world market;
- strengthening the country's security and defense capabilities;
- improving the ecological environment;
- preserving and developing existing scientific schools.

The state, while determining the goals of its policy, also develops principles and mechanisms for implementing this policy. These principles depend on the economic system formed in the country and the depth of influence of state institutions on the economic activity.

The main principles of state policy in scientific and innovative activities include:

- freedom of scientific and scientific-technical creativity;
- legal recognition of intellectual property;
- integration of scientific, scientific-technical activity and education;
- strengthening competition in the field of science and technology;
- concentration of resources in priority areas of scientific development;
- stimulation of entrepreneurship in scientific, scientific-technical and innovative activities;
- In world practice, support takes the following forms in terms of level and forms:
 - active intervention state strategy; decentralized;
 - mixed.

The implementation of measures to attract foreign investment in our republic is based on the following principles. First, pursuing a policy with a clear goal in the field of further liberalization of foreign economic activity; secondly, to continuously improve the legal, socio-economic and other conditions that ensure the direct attraction of capital to the republic's economy; thirdly, to consistently



implement a policy of opening the doors to foreign investors who supply the republic with world-class technology and assist in creating a modern structure of the national economy; fourthly, to concentrate funds in the most important priority areas related to ensuring the independence of the republic and the production of competitive products; a preferential tax has been introduced for foreign investors, which has created an extensive system of foreign benefits in the republic. The current system of benefits and incentive factors: granting the right to pay profit tax at a rate half the current rate to enterprises, regardless of their form of ownership, whose exports of goods (works, services) in the volume of production account for at least 30 percent.[6]

Exemption from paying taxes for projects included in the republic's state investment program for a period of five years not to charge taxes on the part of the income of enterprises with foreign investment spent on expanding production and updating technology to freely export their own products without permission; to import property from abroad without paying customs duties to contribute to the authorized capital of joint ventures and enterprises operating exclusively with foreign investment in the territory of Uzbekistan to ensure the free participation of individuals and legal entities, including foreigners, in the privatization process of state property, including in the large-scale sale of real estate to purchase the right to use and dispose of land plots for the implementation of investment projects on a competitive basis.

Uzbekistan has signed agreements on mutual protection of investments with about 20 countries, including Germany, Turkey, Egypt, Indonesia, Malaysia, Pakistan, Finland, Korea, the USA, and France.

The government of Uzbekistan has concluded about forty large intergovernmental credit agreements with banks and firms from Canada, China, Turkey, the Netherlands, Germany, and Switzerland for a total of about 2 billion US dollars and is currently implementing these agreements.

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