



IQTISODIYOT & TARAQQIYOT

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08.00.07 Moliya, pul muomalasi va kredit
08.00.08 Buxgalteriya hisobi, iqtisodiy tahlil va audit
08.00.09 Jahon iqtisodiyoti
08.00.10 Demografiya. Mehnat iqtisodiyoti
08.00.11 Marketing
08.00.12 Mintaqaviy iqtisodiyot
08.00.13 Menejment
08.00.14 Iqtisodiyotda axborot tizimlari va texnologiyalari
08.00.15 Tadbirkorlik va kichik biznes iqtisodiyoti
08.00.16 Raqamli iqtisodiyot va xalqaro raqamli integratsiya
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MUNDARIJA

Цифровизация социально-трудовых отношений: вызовы и перспективы для работников	18
Абдумухтаров Анваржон Акрамжонович	
O'zbekistonda faoliyat ko'rsatayotgan soliq to'lovchi yuridik shaxslarning iqtisodiy faoliyatini rag'batlantirish masalalari.....	26
To'xtaboyev Nuriddin Isomiddin o'g'li	
Ecotourism in Protected Areas: A Literature Review.....	32
Ismoilova Maftuna Mamat qizi	
Iqtisodiyotning innovatsion rivojlanishi sharoitida xizmatlar sohasini rivojlantirishning hududiy xususiyatlari.....	38
Primova Shaxlo Jumayevna	
Statistik baholash va ekonometrik modellashtirish orqali biznes rivojlanish tendensiyalarini samaradorligini baholash.....	43
Xabibullayev Ibrohim, Saidova Marhabo Xabibullo qizi	
Tijorat banklarida xususiy kapital hisobi va auditini takomillashtirish	52
Qodirova Zilola Maxmud qizi	
Qo'shilgan qiymat solig'i ma'muriyatchiligining ilg'or xorij tajribasi.....	57
Erkayev Nodir Xudayberdiyevich	
O'zbekistonda yashil iqtisodiyotni joriy etish holati va asosiy yo'nalishlari.....	71
Madraximova Zulfiya Nurmatovna, Ishankulova Komila Kurbanovna, Ortiqboeva Aziza Xolmurza qizi, Omonkulova Ro'zigul Akmaljon qizi	
Challenges and opportunities in implementing green economy indicators in uzbekistan's industrial sector under the fourth industrial revolution.....	76
Shodmonov Ruslan Golib ugli, Mustafakulov Sherzod Igamberdiyevich	
Rivojlangan mamlakatlarga ishchi kuchi oqimi va O'zbekiston mehnat bozoridagi o'zgarishlar.....	89
Tilabova Kumush Farhod qizi	
Mamlakatda "yashil" iqtisodiyotni rivojlantirishning tashkiliy-iqtisodiy mexanizmlarini takomillashtirish	95
Yuldashboyev Azizulloh Bunyodbek o'g'li, Matkarimov Inomjon Baxtiyorovich	
"Ta'lim muassasalarida moliyaviy resurslarni samarali rejalashtirish va boshqarish"	101
Bauyetdinov M.J., Medetbayeva D.T.	
Enhancing utilization and minimization of renewable energy systems in uzbekistan	105
Tojirova Hamida Umedovna	
Tijorat banklari daromadini oshirishda aholining savodxonligi va xulq atvorining roli	114
Shakhlo Davirova	
2020–2024-yillarda o'zbekistondagi iqtisodiy o'sish dinamikasi	120
Akbarov Nodir, Ibodullayev Navro'zbek	
O'zbekistonda xalqaro moliyaviy institutlarning yashil moliyalashtirish jarayonidagi roli va strategik yo'nalishlari	125
Gulmira Axmadjonova Xabibulla qizi	
Sug'urta tizimiga raqamli texnologiyalarning ta'siri	133
Uzaqova Kamola Bexzodovna, Yahyoyev Bahriddinxon Bahroil o'g'li	
Improving payment services practices in commercial banks: strategies for efficiency and security	138
Mamayusuf Abdusamatov	
Jahon moliya tizimi: asosiy tendensiyalar va rivojlanishning innovasion yo'nalishlari	143
Ataniyazov Jasurbek Xamidovich	
Повышение конкурентоспособности экологического туризма Узбекистана путём развития всесезонных горных туристических центров.....	150
Ахмедходжаев Равшан Темурович	
Xo'jalik yurituvchi subyektlar tashqi iqtisodiy faoliyatida valyuta operatsiyalarini takomillashtirish	157
Safarov Alisher Ibrohim o'g'li	



Oliy ta'lim tizimini miqdoriy va sifat ko'rsatkichlari asosida baholashning kompleks metodologiyasi.....	163
Hakimova Mushtariybonu Hamid qizi, Bozorova Muazzam Hamid qizi	
Ko'chmas mulkni boshqarish samaradorligini baholashning uslubiy yondashuvlari	167
Mirdjalilova Dildora Shuxratovna	
Xizmatlar sohasini rivojlantirishda kichik biznesning ahamiyati va uning innovatsion rivojlantirishdagi muhim xususiyatlari	173
Ulasova Oygul Baxtiyorovna	
Результаты долгосрочного прогнозирования и стратегического анализа эффективной организации современного управления жилищным фондом.....	178
Бердиева Дилфуза Ахатовна	
Improving long-term assets accounting and auditing	184
Gulboy Yusupov	
Davlat budjeti va xususiy sektor ishtirokida oliy ta'limni moliyalashtirishning optimal modeli.....	189
Bozorov Alisher Ro'zimurodovich	
Xufyona iqtisodiyotni qisqartirishda soliq islohotlari va raqamli texnologiyalar: O'zbekiston tajribasi va xalqaro yondashuvlar.....	193
Choriev Makhmayokub, Karimov Mamurbek, Xamrayev Olimjon, Urazov Mansur	
Bank aksiyalarining bozordagi narx dinamikasi va unga ta'sir etuvchi omillar	200
Nomozov Samandar Shuxrat o'g'li	
Sanoatda rivojlanish kafolati: moliyaviy boshqaruvni raqamli transformatsiya orqali avtomatlashtirish.....	206
To'qlijev Abdirauf Bahodir o'g'li	
Inson kapitalini rivojlantirishning jamiyat farovonligi, aholi daromadlariga ta'siri.....	214
Bozorova Saxobat Abdujapparovna	
Анализ конкурентной среды: методология, примеры и этапы процесса.....	219
Садикова Раъно Абдуллаевна	
Tijorat banklarida muammoli kreditlarning nazariy asoslari va ular bilan ishlash mexanizmining zaruriyati	225
Salixova G.J	
Iqtisodiyotda energiya xavfsizligiga erishishning xorij tajribasi.....	230
Samandarov Og'abek Alisher o'g'li	
Measuring methodologies of influence of the esg factors	235
Tolipova Feruza Alisherovna	
Совершенствование налогового администрирования в условиях экологически устойчивого развития.....	240
Омонов Отажон Журакулович	
Moliyaviy vositalar asosida erkin iqtisodiy zonalarni rivojlantirish strategiyasini takomillashtirish	249
Quziev Ravshan Ramazanovich	
Методологические аспекты внедрения управленческого учета в университетах Узбекистана.....	253
Каршиева Мохинур Олим кизи	
Budjet tashkilotlarida tovar-moddiy zaxiralar hisobini takomillashtirish (tibbiyot muassasalari misolida)	257
Tulyaganov Abdumalik Abdiraximovich	
Умные города как фактор экономического развития.....	261
Нозима Кахрамоновна Хакбердиева	
Перспективы зеленого фактора экономического роста в Республики Узбекистан.....	266
Исламова Насиба Улугбек кизи, Абдурашидов Отабек Улугбекович, Мамасалиева Мукаддас Ибадуллаевна	
Qurilish korxonalarida sifat menejmentini joriy qilish mexanizmlarini takomillashtirish	270
Ergashev O'tkir, Saidov Mash'al Samadovich	
Xorazm viloyatida eksportni rivojlantirish uchun potensial imkoniyatlar va ularni baholash.....	275
Fozil Xolmurotov	
Maishiy xizmatlar sohasini davlat tomonidan tartibga solishning nazariy jihatlarini.....	282
Quliyev Begimqul Melikovich	



O'zbekiston hududlarida chakana kreditlashning o'sishi.....	289
Eshqobulova Charos O'roq qizi	
Empowering uzbekistan's grain enterprises: innovative strategies for sustainable growth and operational efficiency.....	292
Kurbanova Dildora Abdurakhmanovna	
Kapital investitsiyalarga doir axborotlarni xususiy kapital to'g'risidagi hisobotda aks ettirish uslubiyatini takomillashtirish	298
Boronov Bobur Farxodovich, Muxammadiev Zarrux Umarovich	
To'qimachilik korxonalarining yashil iqtisodiyotga o'tishi va yengil sanoat korxonalarini muqobil energiyadan samarali foydalanish yo'llari	303
Xolbekova Feruzaxon Rasulovna, Jalolova Aziza Jalol qizi	
Research on the effects of interest rate, inflation rate and gross domestic product (GDP) on the level of foreign direct investment (FDI) inflows (evidence from Uzbekistan).....	307
Azimov Shakhzod	
Organik mahsulotlar eksportini rag'batlantirishda maqsadli bozorlarga yo'naltirilgan marketing strategiyalari.....	314
Xidirov Shohrux Bobir o'g'li	
Korxona iqtisodini barqarorligini ta'minlash masalalari.....	319
Abdullayev Maqsud Abdumaxmudovich	
Внедрение инновационных методов управления человеческих ресурсов в строительных компаниях.....	323
Джураева Гузаль Шавкатовна	
Sug'urta zararlarini baholashda sun'iy intellektni qo'llash istiqbollari	328
Shoraximova Zilola Nasirdjonovna	
O'zbekiston Respublikasi mahalliy budjet tizimini moliyalashtirish masalalari	332
Qo'ldoshev Diyor O'rol o'g'li	
Raqamli texnologiyalar asosida raqamli ekotizimlar va ularning biznes-jarayonlarga ta'sirini aniqlashga ilmiy qarashlar tahlili	336
Suvanova Dilnoza Dilmurod qizi	
Innovatsion salohiyatni oshirish asosida qurilish materiallari sanoati korxonalarining boshqaruv mexanizmlarini takomillashtirish	342
Xaydarova E'zoza Shukurullayevna	
Aholi turmush darajasini dinamik kontekstli normallashtirish va moslashuvchan vaznlar usuli orqali baholash	352
Xolto'rayev Islom Ilhomovich, Ollokulova Feruza Mansurovna	
O'zbekiston Respublikasida xufiyona iqtisodiyotini qisqartirish va mamlakat rivojlanishiga uning ta'siri.....	358
Baxtiyorov Sherali Muzaffarovich	
Qayta tiklanuvchi energiya manbalari qurilmalarini aholi tomonidan xarid qilish va kompensatsiya ajratish jarayonlarini raqamlashtirish hamda tizimlar integratsiyasi istiqbollari.....	362
Ochilov Abdujabbor Akramovich	
O'zbekistonda kambag'allikni qisqartirish va aholi farovonligini oshirishda chet el tajribasining afzalliklari.....	369
Raxmatullayeva Shaxnoza Xamidovna, Akbarova Iroda Samatovna	
Qurilishda loyiha boshqaruvi konsepsiyasining mazmuni	375
Pulatov Shaxron Axmedovich	
Loyiha budjeti va uning ijrosini ta'minlash masalalari.....	379
Murodova Mohigul Chori qizi, Xamidov Odil Davurovich	
Qishloq xo'jaligidagi chorvachilik tarmog'ining iqtisodiy faoliyatini o'rta muddatli statistik prognozlarini tuzish (Andijon viloyati misolida).....	390
Iskandarov Davlatbek Xursanbekovich, Urishev Baxtiyor Abdusamatovich, Muydinov Xusniddin Nuriddin o'g'li	
Innovatsion faoliyatning iqtisodiy samaradorligini baholash va rivojlantirish yo'llari.....	397
Qurbonov Tolmasjon Namoz o'g'li, Shodiyev Fazliddin Qalandar o'g'li, Holmirzayeva Gulruh Akbarovna	
Fond bozorida kompaniyaning investitsion jozibadorligini baholash uslubiyoti	403
Yulduz Usmanova	
Jahon bozoriga kirishda elektron bozorlarning ahamiyati	411
Hamroyeva Umida	



Comparative statistical analysis of foreign trade indicators of the Republic of Uzbekistan	415
Abdualilova Bibisora Bakhodir kizi	
Yaxshi korporativ boshqaruv orqali aksiyadorlik jamiyatlarining kapital qiymatini oshirish: metodologik yondashuv.....	423
Urinov Bobur Nasilloevich	
JAS – barqaror qishloq xo'jaligini rivojlantirishning yapon modeli vositasi	423
Baynazarov Elmurod Erkinovich	
Xususiy banklarning depozit operatsiyalarini mustahkamlash yo'llari	435
Olimov Abror Axadjon o'g'li	
The impact of digital financial technologies on the financial system.....	439
Yahyoyev Bahriddinxon Bahroil o'g'li, Pardayev Olim Mamayunosovich	
Korxona eksport salohiyatini oshirishning "yashil" marketing mexanizmi	443
To'rayev Shohrux Halimovich	
O'zbekistonda ichki turizmni rivojlantirishda turistik oqim mavsumiyligini boshqarish yo'llari	448
Fayazov Muxiddin Sobirovich	
Sanoat korxonalarida qayta tiklanuvchi energiya manbalaridan foydalanish bo'yicha xalqaro tendensiyalar	453
Bobobekov Ergash Abdumalikovich	
Ayollar tadbirkorligining tarixi: O'zbekiston va dunyo bo'yicha rivojlanishi.....	459
Burxanova Sabo Tulanovna	
Qimmatli qog'ozlar bozorida investorlar risklarini pasaytirishni takomillashtirish yo'llari.....	466
Xalilov Umid Ishtemirovich	
Korxona moliyaviy ko'rsatkichlari tahliliga fundamental yondashuv.....	470
Dilshodjon O'rinov, Sanobar Ismoilova	
Iqtisodiy o'zgarishlar davrida korxonalar moliyaviy barqarorligining ta'minlanishi omil va mezonlari	475
Xolbekova Dilobarxon Rasuljon qizi	
Cash accounting as a tool of financial discipline and transparency in the public sector	481
Marqaboyev Sardorbek Abdusalomovich, Annayev Abdurasul Abdurashidovich	
Пути совершенствования практике финансирования социального предпринимательства.....	486
И.Ж.Исаков	
O'zbekistonda an'anaviy resurslar va qayta ishlanadigan energiya manbalarini rivojlantirish imkoniyatlaridan unumli foydalanish	490
Normurodov Xusan Eshmaxmatovich, Kaxramanova Sevdal Shamsiddin qizi	
Ijtimoiy salohiyat – hududiy iqtisodiyotni rivojlantirishning boshqaruv obyekti sifatida.....	497
Erkayeva Gulbahor Panjiyevna, Zoirov G'olibjon Toshtemir o'g'li	
Xorazm oziq-ovqat bozorida mahsulotlarning raqobatbardoshligini oshirishda marketing faoliyatlarini baholash usullari	503
Abdikarimova Zilola Baxramovna	
Переход к зелёной энергетике узбекистана как возможность достижения устойчивого экономического роста	508
Бай Жин Хуан (Bai Jin xuan)	
Изучение условий финансирования проектов международными банками развития	513
Жалилова Барнохон Суръатжоновна	
O'zbekiston respublikasi budjet jarayonida budjetlarning ochiqqligi va jamoatchilik ishtirokini oshirish.....	517
Shodmonqulov Temurbek Ulug'bek o'g'li	
Chiqib ketayotgan aktivlarni hisobga olish va baholash masalalari	522
Kuziyeva Dinora Bahodirovna	
Asosiy kapitalga investitsiyalarning iqtisodiy o'sishga ta'siri.....	528
Qo'shbaqov Aybek Shovqiyevich	
Changes in employee benefits and human resource management in accounting system of the Republic of Uzbekistan	535
Ravshanbekov Lazizbek Tolibjon o'g'li, Toshpulatova Munisabonu	



Iqtisodiyot tarmoqlarida suv iste'molini boshqaruvining raqamlashtirish tashkiliy-iqtisodiy mexanizmlarini takomillashtirish istiqbollari.....	541
Karimov Anvarjon Muqumjonovich	
Теоретические аспекты налогообложения доходов физических лиц на основе всеобщего декларирования	547
Усманова Мухлиса Сагдуллаевна	
Bank tizimini raqamlashtirish va uning bank barqarorligiga ta'siri.....	555
Sayfullayev Jamshidjon Xabibjanovich	
Kambag'allikni qisqartirish va aholi bandligini ta'minlashda tadbirkorlik faoliyatining o'rni	560
Saparov Ismat Chorshanbiyevich	
Innovatsion korxonalarda xarajatlar hisobining zamonaviy usullari	565
Turayev Og'abek Kaxramonovich, Ochilov Shavkat Toshmamatovich	
Дополнительные услуги в индустрии гостеприимства как эффективный инструмент продвижения бренда предприятия	570
А.И. Лесников, Д.В. Мамаева	
Преимущества и вызовы перехода на зелёную экономику	580
Умарова Гузал Гайратовна, Лапасова Камола Фарход кизи	
Yashil iqtisodiyot sharoitida hududlarda ishlab chiqarish korxonalarining iqtisodiy samaradorligini oshirish	586
Ibrogimov Sherzodbek Xalimjon o'g'li, Djurayeva MaxliyoXon Xayrullayevna	
Yashil iqtisodiy o'sishni ta'minlashda bevosita soliqlar rolini oshirish masalalari	591
Abdullayev Dilmurod Aliyar o'g'li	
The main directions for improving innovative activities in agriculture	598
Aytmuratova Miyrigul Zhalgasovna	
Klaster tizimi orqali O'zbekistonda qishloq xo'jaligining iqtisodiy o'sishi	605
Xaydarov Sardor Komil o'g'li	
Inklyuziv ta'lim: adolatli va teng jamiyat sari	610
Muxamedjanova Dilshodxon Muzaffarovna	
Yashil iqtisodiyot: muammo va yechimlar	615
Boymatov Xoliyor Qurbonovich	
Issues of using foreign loans in the development of the transport system in the Republic of Uzbekistan	621
Alimov Ilhomjon Ikromovich	
Проблемы и резервы развития пищевой промышленности в экспортном направлении.....	628
Ўролова Севара Бехзод кизи	
Оценка степени риска инновационной деятельности	634
Алиева Эльнара Аметовна	
Yashil innovatsiyalar, ularning turlari va omillari.....	638
Maxkamova Sayyora Shokirovna	
Qishloq xo'jaligida transport tizimidan samarali foydalanishning nazariy asoslari.....	641
Turdiyeva Irodaxon Ismoil qizi	
Soliq ma'murchiligida nazorat funksiyasi va unda kameral soliq tekshiruvi hamda takomillashtirish yo'llari.....	648
Hujamuradov Abrorbek Ro'zimurat o'g'li	
Sanoat korxonalarida xarajatlarni mahsulot tannarxiga taqsimlash metodologiyasini takomillashtirish istiqbollari	653
Safarov Javohir Ismoilovich	
Moliyaviy hisobotlarni shakllantirishda milliy standartlarni xalqaro standartlarga uyg'unlashtirish masalalari	659
G'aniyev Zafar Usanovich	
Ta'lim kreditini moliyalashtirish jamg'armasi faoliyati.....	666
Adilov Zuxriddin Marip o'g'li	
Tibbiyot muassasalarining moliyaviy ta'minoti va resurslardan foydalanish mexanizmlariga ta'sir qiluvchi omillar	670
Elmurodov G'ayratjon Abdumurodovich	
Tourism finance for sustainability: investing in green futures	674
Tashpulatov Sadriddin Sayfulloevich	



Ta'lim jarayonlarini boshqarishda mobil texnologiyalar	681
Esonova Mohiraxon Sodiqjon qizi, Ovхunov Iqboljon Abdunabiyevich, Sherzodbek Nabiyev Nurmuhammad o'g'li	
Banklarda risklarni nazorat qilishning amaliyoti	686
Jumanazarov Muzaffar Jumanazar o'g'li	
Налоговые реформы в Узбекистане: вызовы, достижения и перспективы	692
Садиков Искандар Гайратович, Буранова Лола Вахобовна	
Turizm xizmatlari samaradorligini baholash usullari va vositalari tahlili	704
Jiyanov Uktam Panjiyevich	
Korxona va tashkilotlarda xodimlarni boshqarish strategiyasi	712
Raxmonova Feruza Musakulovna	
Maktabgacha ta'lim tashkiloti direktorlarini menejerlik faoliyatiga tayyorlashning ahamiyati	716
Dusmaxamedov Abduljalil Abdusabirovich	
Davlat korxonasini xo'jalik jamiyatiga o'zgartirishning foydali jihatlari	720
Z.D. Sanjarov	
The role and main types of agricultural tourism in Uzbekistan	724
M.Xolmuratova, G.N.Tojiyeva	
Цифровые технологии как драйвер повышения эффективности банковского маркетинга	727
Кахрамонов Хуршиджон Шухрат угли, Маннабова Хулкар Фарход кизи	
Потребительская стоимость товаров в условиях экономики Узбекистана	735
Мусаева Шоира Азимовна	
Valyuta risklarini boshqarishda metching siyosatining ahamiyatini oshirish	739
Yahuyayev Ziyodilla Lutfullayevich	
Yangi o'zbekiston iqtisodiyotida xususiy tadbirkorlikning roli va ahamiyati	744
Azimova Shoxista Salohiddinovna	
Improving the methodology for assessing the financial stability of banks	750
Sharipova N.H.	
Инструменты стратегического планирования и прогнозирования в управлении ООО "МТЕ ТЕХНИК": оценка и повышение финансовой стабильности	757
Нишоновна Муниса Одилжон кизи	
Актуальные вопросы налоговой политики	763
Бердыева Угулой Абдурахмоновна	
Ilm-fanni moliyalashtirish va innovatsiyalarni qo'llab-quvvatlash jamg'armasi	768
Ramazonov Javohir Bekzod o'g'li	
Jizzax viloyatida ekologik, rekreatsiya turizmlarini rivojlantirishning iqtisodiy samaradorligini baholash va uni prognozlashtirish	773
G'apparov Azim Qayumovich	
Qashqadaryo viloyatida ekologik va yashil texnologiyalarga kiritilayotgan investitsiyalar	781
Meylikov Fazliddin Abduhalim o'g'li, Buriyev Shaxbos Baxtiyorovich	
Biznes subyektlari auditida soddalashtirilgan moliyaviy hisobot tayyorlash usulini qo'llash xususiyatlari	786
Tajekeev Ziyatdin Kobeysinovich	
Biznes jarayonlarni modellashtirishning nazariy asoslari	791
Mullajonova (Matchanova) Shaxsanam Taxiroyva	
Raqamli xizmatlar bozori: elektron tijorat orqali xizmat ko'rsatishning yangi bosqichlari	796
Maxammadaliyeva Muslimaxon Sherali Qizi	
"Yashil iqtisodiyot"ga o'tish zaruriyati va uni barqarorlashtirishning ahamiyati	800
Musurmankulova Gulchehra Isabekovna	
Ekologik turizm nuqtai nazaridan turizm marketingining usullari va asosiy vositalarining xususiyatlari	806
Yokubjonova Xulkarbonu Yokubovna	
O'zbekiston iqtisodiyotida turizmning o'rni va rivojlanish istiqbollari	815
Qosimova Fazilat, Kalandarov Ravshan	
Korporativ strategiyani ishlab chiqish bosqichlarining tahlili	819
Xidirova Marg'uba Rustamovna, Abduvasiyeva Marjona Anvarovna	



Mamlakatimiz turizmini rivojlantirishda investitsiyalarni jalb qilish bo'yicha o'tkazilayotgan islohotlarning o'rni.....	823
Ayubov Ilyos Ilxomovich, Nuridinov Bexruz Akbar o'g'li	
Hududlarda tadbirkorlarning islomiy investitsiyalardan foydalanish niyatlariga undovchi omillarning empirik tadqiqoti.....	829
Irgasheva Gulbahor	
Davlat vositalari yordamida innovatsion faoliyatni moliyaviy rag'batlantirish yo'nalishlari	836
Baxriddinov Nodirbek Zamirdinovich	
Важность качества управления на предприятиях общественного питания.....	842
Абдуллаева Зульфия Иззатовна, Махмудов Суннатжон Абдужаббор Угли	
O'zbekistonda "yashil" moliyalashtirishni rivojlantirish yo'nalishlari	848
Shaislamova Nargiza Qabilovna	
Mahalliy budjetning qo'shimcha daromadlarini shakillantirish yo'nalishlari.....	856
Yuldashev Javohirbek Ikromjon o'g'li	
Davlat moliyaviy nazoratida axborot texnologiyalaridan foydalanishni kengaytirish masalalari	860
Ro'zimatova Nigora Abdullaevna	
Принципы «справедливой стоимости» в мсфо: достоинства и проблемы применения в банках узбекистана	869
Айтмуродова Рушана Бахтиеровна	
Yashil iqtisodiyot loyihalarini moliyalashtirishning nazariy jihatlari	876
Allaberganova Asalxon Kadirovna	
Davlat moliyaviy nazoratini tashkil etish hamda amalga oshirish tartibini takomillashtirish	880
Xasanov Ruslan Raxmatovich	
Yirik soliq to'lovchilar va ularning investitsiyaviy faolligini investitsiyaviy chegirmalar orqali rag'batlantirish	883
Tohirov Shuhrat Niyoz o'g'li	
MHXS bo'yicha moliyaviy hisobot tayyorlashda foydalaniladigan tuzatuvchi buxgalteriya yozuvlar.....	888
Sheraliyev Xayrulla Karimovich	
Qurilish korxonalarida investitsiyalarni boshqarishning xorijiy tajribalari va ularni mamlakatimizda foydalanish yo'llari	894
Karimov Inomjon Ortikbaevich	
Davlat xaridini tashkil etishning ijtimoiy-iqtisodiy amaliyati va uni iqtisodiyotga ta'siri.....	900
Burxanov G'ofur Baxodirovich	
Влияние технологических инноваций на международные финансовые рынки, а также на финансовый рынок нашего государства.....	904
Бабаназарова Гульзар Зиуатдиновна	
Strategic development of global companies in modern conditions.....	909
Nasimov Bakhtiyor Vasiyevich	
Hududlarda sog'liqni saqlash tizimi asosiy ko'rsatkichlarini noaniq modellashtirish yordamida kompleks baholash.....	914
Ismoilova Difuza Ibodullayevna	
Tijorat banklari faoliyatini transformatsiyalashuv jarayonlarini takomillashtirish.....	923
Kulboyeva Nargiz Majitovna	
Сущность и причины возникновения проблемных кредитов	929
Улмасой Ахмедова Хусан кизи	
The use of digitalization and technologies in updating credit policy.....	934
Otabek Ma'mirjon ogli Azimov	
Финансовое моделирование сценариев развития предприятия с использованием методов многокритериального принятия решений (МКПР).....	938
Axmedov Akbarali Sultonmurodovich, Yuldosheva Gulnoza Abdinabievna	
Yuqori samarali energiya tejash texnologiyalari va katalizga asoslangan konversiya jarayonlari.....	945
Yusupov Ulug'bek Mamayusupovich	
Kambag'allikni kamaytirish maqsadida aholining ijtimoiy himoyalash mexanizmini takomillashtirish	951
Kasimova Gulyar Axmatovna	



Tijorat banklarida foiz riski muammosi	957
Turdiyev Abdulhakim Kulbazarovich	
Milliy mahsulotlarni tashqi bozorlarga olib chiqishdagi to'siqlarni bartaraf qilish choralari.....	964
Abdivaliyev Shahzodbek Xayrullayevich	
Kichik biznes va xususiy tadbirkorlikni moliyalashtirish usullari.....	970
Kaxorova Zamira Safaraliyevna	
O'zbekistonda mehmonxonalarda ovqatlantirish xizmatlarini takomillashtirish konsepsiyasi: strategik yondashuv.....	974
Yaxshiyev Xusniddin Tolibovich	
O'zbekiston sanoatida "yashil texnologiyalar"dan foydalanish va barqaror rivojlanish.....	979
Ubaydullaeva Gulchehra Erkabaevna	
Sanoat korxonalarida resurslarini rejalashtirish (ERP) tizimlarini joriy etishning orqali iqtisodiy samaradorlikni ta'minlash yo'llari	985
Azizov Abdulla Abdisalamovich	
Yashil texnologiyalar asosida sanoatni modernizatsiya qilish	990
Muftaydinov Mansur Kiyomidinovich	
Ta'lim va ilm-fan rivoji – taraqqiyot garovi	995
Jamalova Gulnora Gulomovna	
Yashil iqtisodiyot sharoitida turizm sektorida barqaror bandlikni ta'minlash masalalari	1000
To'rabekov Sohijon Sherboy o'g'li	
Yashil energitikasi integratsiya qilish va energiya samaradorligini oshirishning zamonaviy usuli (aqlli tarmoqlar-smart grids)	1007
Karimova Salima Elamonovna	
Yashil iqtisodiyotda tiklanadigan energiya manbalaridan foydalanish samaradorligi (TEM ko'rsatkichlar izohi)	1018
Sharifova Nargiza Djurayevna	
Экономическое образование молодёжи основа будущего страны.....	1023
Айматова Фарид, Айтиниязова Наргиза	
Biznes turizmining bugungi kundagi rivojlanish tendensiyasi.....	1028
Yangiyeva Sabrina Ixtiyorovna, Daniyarova Feruza Bahriddinovna	
Особенности кредитования сельскохозяйственных организаций и этапы его развития.....	1032
Ж.Я.Нуриллаев	
Xorijiy tajriba asosida O'zbekiston yashil iqtisodiyotini takomillashtirish yo'llari.....	1039
Xikmatova Husnora Fatxulla qizi	
Yashil iqtisodiyot sharoitida kichik biznes va xususiy tadbirkorlikni rivojlantirishda davlatning roli	1045
Umarov Muzaffar Yusupbayevich, Otamurodov Rasulbek Batirovich, Xaitbayev Jasurbek Otaxanovich, Atadjanov Kadambay Sapayevich	
Mintaqada raqamli transformatsiya rivojlanishida moliyaviy texnologiyalarning ahamiyati.....	1052
Rustamov Jasurbek Ravshanbek o'g'li	
Tijorat banklaridan olingan kreditni qaytarishda foiz stavkalari ta'sirining tahlili.....	1058
Xanmuratov Roushenbek Xalmuxammetovich, Vaxabov.A.V	
Tabiiy va sun'iy tolalarning ekologik ta'siri va yashil ishlab chiqarish texnologiyalariga o'tish bosqichlari.....	1066
Raximov Furqat Jalalovich	
Maishiy kimyo tovarlari B2B taqsimotida chakana savdo tarmoqlari bilan marketing asosidagi strategik hamkorlik	1071
Ro'ziyeva Farzona Komiljon qizi	
Мировой финансовый кризис и его влияния на состояние экономики Узбекистана	1076
Раупова Мхлисахон Ибрахимжон кизи	
Uzoq muddatli aktivlar hisobini xalqaro standartlar asosida takomillashtirish.....	1087
Hakimov Faxritdin Abdusattorovich	
O'zbekistonda tadbirkorlikni rivojlantirishning o'ziga xos xususiyatlari	1093
Djo'rayeva Lola Abdugabbarovna	
Yo'l qurilish tashkilotlarida yo'l qurilish ko'lamini oshirib, samarali resurslar taqsimotini ishlab chiqish	1099
Raximov Dilshodjon Turdiali o'g'li	



Ilg'or xorij tajribalaridan O'zbekiston amaliyotida foydalanish imkoniyatlari	1104
Karimova Komila Daniyarovna	
Ichki audit samaradorligini tahlil qilish metodologiyasi	1111
I.G'.Isroilov	
Выведение практического сотрудничества на качественно новый уровень государств центрально-азиатского региона в укреплении концепции «зеленой экономики» в эпоху глобализации.....	1117
Парпиева Наргиза Тахировна	
Kimyo sanoati korxonalarida lean production konsepsiyasidan foydalanish istiqbollari	1122
Gulbayeva Feruza Islomovna	
Qimmatli qog'ozlar bozorida auditorlik xizmatlarining ahamiyati.....	1127
Maxmudov Saidjamol Kadirjanovich	
Tijorat banklari resurs bazasini mustahkamlash yo'llari	1131
Allaberganov Sirojali Saxatovich	
Теоретические основы формирования понятия «финансовая стабильность» Часть II	1143
Алиева Сусанна Сейрановна	
O'zbekiston moliya tizimini raqamlashtirishning rivojlanish tendensiyalari.....	1148
Tashmatova Rano Gaibovna, Qodirov Nurhayot Normuhammad o'g'li	
Theoretical basis of the use of modern information technologies in accounting	1154
Annayev Abdurasul Abdurashidovich, Tojiboyev Jasurbek Shavkat o'g'li, Rustamov Suxrob Asror o'g'li	
Moliyaviy bozorlar chayqalmoqda: investorlar uchun yangi signalmi?	1158
Xushvaqov Islombek Muxammadi o'g'li, Yaxshiboyev Jahongir Abdualimovich	
Yashil moliyalashtirish va esg samaradorligining iqtisodiyot barqarorligidagi o'rni.....	1166
Yusupov Sherzodbek Baxtiyor o'g'li, Atadjanov Kadambay Sapayevich, Madraimov Xabibulla Madaminovich	
Tijorat banklarida muammoli kreditlarni kamaytirish bo'yicha tizimlarni takomillashtirish yo'llari	1170
Bekmurodova Mahbuba Mahmudovna	
Maqola: Globalizatsiyada inson resurslarini boshqarishda raqamli transformatsiyaning rejasini tuzish	1177
Salimjonova Gulhayo Asliddin qizi, Ovxnunov Iqboljon Abdunabiyevich, Nabiyev Sherzodbek Nurmuhammad o'g'li	
Turizm sanoatida Internet-marketing vositalari va ulardan samarali foydalanish	1182
Babaev Jo'rabek	
Ishlab chiqarishni boshqarishda mahsulot tannarxini kalkulyatsiya qilishning ahamiyati	1190
Asqarova Lobarxon Usmanjanovna	
O'zbekistonda ichki turizm faoliyatini rivojlantirishda transport infratuzilmasini boshqarishning tashkiliy-iqtisodiy jihatlarini	1194
Turopov Maqsudjon	
Kichik biznes faoliyatini rivojlantirishda soliq siyosatini takomillashtirishning ahamiyati	1199
Abdurahmonov Abdumalik Abdug'ani o'g'li	
Madaniy-tomosha xizmatlarining tahlili va uni rivojlantirish yo'llari	1204
Annayev Abdurasul Abdurashidovich	
Цифровизация экономики и генезис стран мирового хозяйства	1211
Камилова Наргиза Абдукажоровна	
“Oila va xotin-qizlarni qo'llab-quvvatlash jamg'armasi” faoliyati	1216
Xushmurodov Baxtiyor Turg'un o'g'li	
Soliq stavkalarini tabaqalashtirish asosida soliq to'lovchilar iqtisodiy faoliyatini tartibga solish mexanizmlari.....	1220
Abduraimova Nigora Abdugapparovna	
O'zbekistonda yashil iqtisodiyotga o'tish va barqaror rivojlanishga ta'sir etuvchi omillar	1223
Xamdamov Shoh-Jahon Rahmat o'g'li	
Mintaqaning eksport salohiyati tahlili asosida istiqbolli y'nalishlarni aniqlash (Xorazm viloyati misolida).....	1229
Ibadullayev Ergash Bakturdiyevich	
Uy-joy kommunal xo'jaligini mintaqada innovatsion rivojlantirishni boshqaruvi.....	1235
Adilova Yulduz Shavkatovna	



Bank tizimi likvidligini ta'minlash vositalari va usullarini takomillashtirish	1239
Poyonov Bobir Bekmurod o'g'li	
Milliy brendlarni shakllantirish orqali tashqi bozorlarda raqobatbardoshlikni oshirish	1245
Muratbaeva Eleonora Muxamedjan qizi	
Charm mahsulotlaridan tayyorlangan bolalar transformatsion sumka ishlab chiqarish iqtisodiy samaradorligi	1250
Ismailov Nurulla Tuychibayevich	
O'zbekistonda qurilish materiallari ishlab chiqaruvchi korxonalar faoliyati: iqtisodiy tahlil va islohotlar zarurati	1256
Raximov Ilyos Ikramovich	
Yoqilg'i-energetika kompleksida innovatsion salohiyatni oshirish strategiyasi.....	1262
Nabiyeva Saidaxon Abduvaxabovna	
Banklarda moliyaviy xavfsizlik kategoriyasining evolyusiyasi.....	1268
Qobilov Muhammad Ayubxon Yusufjon o'g'li	
Развитие системы бухгалтерского учёта и отчётности на современном этапе	1273
Мамажонов Акрамжон Тургунович, Юсупова Малика Ботиралиевна	
Практика банковского кредитования предпринимательских субъектов сферы услуг в германии	1279
Мукарова Сарвиноз Маликовна, Каримова Азиза Махомадризовна	
Статистический анализ теневой экономики в узбекистане	1283
Кошанов Абдимурат Азат ули, Абдиразакова Асемай Жандулла кизи	
The importance of using digital technologies in business	1288
Makhmudova Munisakhon Abbos qizi	
0,4 kv kuchlanishdan ta'minlanuvchi suv nasoslarini tarmoq faza kuchlanishi yo'qolishidan himoyalash	1292
Xalikova Xurshida Abdullayevna, Nurova Malika Abduzairovna, Mustayev Ruslan Aktamovich	
Tijorat banklarida korporativ boshqaruv tizimining samaradorligini oshirish	1297
Dexkonova Sayidaxon Nurmuxammatovna	
Ijtimoiy-iqtisodiyot va markaziy osiyo mamlakatlari ijtimoiy sohada	1302
Usmanxo'jayeva Surayyo Muxtarovna	
Aksiyalarni ommaviy joylashtirish amaliyotini tashkil etish va o'tkazish bosqichlari	1307
Raimov Farrux Avazjon o'g'li	
Approaches to effective management of tax liabilities through tax auditing	1311
Abdullayev Abror Bozarboevich	
Tijorat banklarida aktivlarni sekyuritizatsiyalash tizimini takomillashtirish.....	1316
Axmedov Akbarali Sultonmurodovich	
Tashqi va ichki omillar ta'sirini hisobga olgan holda korxona moliyaviy holati barqarorligining tahlili	1325
Eshkuvatov Azizjon Baxtiyorovich	
Tijorat banklari tomonidan ajratilayotgan kreditlarning iqtisodiyotni rivojlantirishdagi roli	1330
Masharipov Rasulbek Jo'rabekovich	
Sun'iy intellekt asosida bank tizimini modernizasiya qilish va samaradorligini oshirish	1333
Boykulov Baxriddin Karshievich	
Aksiyadorlik jamiyatlarini moliyalashtirish manbalaridan samarali foydalanish.....	1338
Arifjanova Yayraxon Usmonxo'jayevna	
Ipoteka obligatsiyalarining mamlakat iqtisodiyotining o'sishidagi ahamiyati hamda mazkur obligatsiyalar bilan bog'liq risklar	1343
Ibrohimov Yorqinjon To'liqin o'g'li	
Анализ спроса и потребительского поведения на продукцию, выращенную гидропонным методом	1349
Дурманов Акмал Шаймарданович	
Global moliyaviy inqirozlar sharoitida aholi daromadlarining barqarorligini ta'minlash strategiyalari	1355
Qurbanov Ulug'bek Erkinovich, Nutfullayev Shohrux Mexli o'g'li	
"O'zbekistonning "yashil iqtisodiyot"ga o'tish strategiyasi: mavjud muammo va istiqbolli imkoniyatlar"	1359
Ismailov Dilshod Anvarjonovich, Akramova Aziza Abduvohidovna	



Aksiyadorlik jamiyatlarida davlat xaridlarini tashkil etish amaliyotini takomillashtirish.....	1366
Saidaxmedova Aida Mirzayevna	
O'zbekistonda ekologik turizmni rivojlantirish masalalari.....	1372
Abduraxmonova Ziyoda Abdullayevna	
Netto ish haqini hisoblashning innovatsion usullari.....	1378
Mirmahmudov Murod Irismatovich	
Xizmat ko'rsatish sohasida tadbirkorlik: iqtisodiy va ijtimoiy istiqbollar	1383
Xaydarova Shoxista Davranovna	
Texnologiya fanida sun'iy intellekt va kompyuter texnologiyalaridan foydalanish	1388
Ashurov Nazar Raxmatullaevich	
Korporativ xaridlarni amalga oshirishdagi byurokratik to'siqlar va ularni bartaraf etish usullari	1391
Qurbanov Shohboz Lutfillayevich	
Yashil yondashuvlar asosida barqaror iqtisodiyotni rivojlantirishning nazariy asoslari.....	1396
Ubaydullaev No'monjon Isroilovich	
Qishloq xo'jaligi mahsulotlarini SWOT va pestel tahlil qilish orqali iqtisodiy bashoratlash.....	1401
Karimova Maftuna Nurdinovna	
O'tkir revmatik isitmasi bor bolalarda kardiometriya ko'rsatkichlarining statistik tahlili	1407
Muxamadiyeva Lola Atamuradovna	
Ways to develop digital economy and electronic government in UZBEKISTAN	1418
Nuriddinova Dilshodaxon Abdulla kizi	
O'zbekistonda hayot sug'urtasining joriy etilishi va unga ta'sir etuvchi demografik omillar ta'siri.....	1422
Mirzamahmudova Madina Odiljon qizi	
Global iqlim o'zgarishining turizm sektoriga ta'siri: muvofiqlashtirish va barqarorlikka erishish strategiyalari	1428
Karimova Shaxnoza Uktamovna	
Prospects for the development of islamic microfinance services in uzbekistan.....	1433
Sadullaeva Gulnoza Usmanovna	
Global iqlim o'zgarishi riski uning mamlakat iqtisodiyoti moliyaviy sektoriga ta'siri	1439
Baratov Sa'dulla Norjigit o'g'li, Jo'rayev Behzod Nuraliyevich	
Перспективы унификации налогов на землю и имущество	1444
Акбарова Нилуфар Нейматжановна	
Banklarda xalqaro moliyaviy hisobot standartlari (IFRS) asosida hisobot tuzish tartibi	1449
Arziboyeva Ravzaxon Sattarovna	
Kichik biznes subyektlari iqtisodiy xavfsizligini ta'minlash mexanizmini takomillashtirish	1454
Akbarov Abdulhamid Akmal o'g'li	
O'zbekiston Respublikasi hududlarida demografik jarayonlarning dinamikasi tahlili	1458
Xamitova Mavluda Sindarovna	
Ta'minot zanjirlarini boshqarishda big datadan foydalanishni afzalliklari	1463
Yuldashev Abduhakim Abdukarimovich, Quryazov Quryozbek Ergash o'g'li	
Yashil texnologiyalardan keng foydalanish – yashil investitsiyalarning poydevori.....	1467
Xursandov Komiljon Maxmatkulovich	
Raqamli transformatsiya sharoitida tijorat banklarining strategik boshqaruv tizimini takomillashtirish yo'llari.....	1470
Umurov Jasurbek Jamil o'g'li	
Digital neighbourhood contexts in youth employment and competency frameworks	1474
Gulsara Ostonaikulova	
Роль организации антимонопольной политики в национальной экономике в обеспечении экономической безопасности и конкурентоспособности.....	1482
Глазова Марина Викторовна	
Rivojlangan sug'urta bozorlarida investisiya faoliyati tahlili.....	1487
Suyunov Isomiddin Tilovkobilovich	
O'zbekiston respublikasida qurilish kompleksining hozirgi holati va asosiy rivojlanish tendensiyalari.....	1491
Muxibova Guli Yarkinovna	



Aholining turmush farovonligini oshirishda kichik biznes va xususiy tadbirkorlikning roli	1496
Ostanova Nargiza Baratovna	
Tadbirkorlik faoliyatini boshqarishda rahbarlik uslubi: demokratik rahbarlar	1508
Amonov Mehridin Oromiddinovich	
Korxonlarni rivojlantirishda yashil iqtisodiyot mexanizmlarini joriy etish	1513
Yusupov Bekzod Ulugbekovich	
O'zbekistonda sog'lomlashtirish turizmi infratuzilmasini rivojlantirishni ko'p omilli ekonometrik modellashtirish asosida prognozlash	1517
Norchayev Asatullo Norbo'tayevich	
"Ijtimoiy himoya" kategoriyasiga qaratilgan nazariy qarashlar evolyusiyasi	1526
Bobonov N.H	
Majburiyatlar hisobini xalqaro standartlar asosida takomillashtirishning nazariy asoslari.....	1532
Ikromova Odinaxon	
Raqamli iqtisodiyot sharoitida sanoat mahsulotlari ishlab chiqarish sifatini oshirishda raqamli xizmatlarning obyektiv zarurati	1537
Norov Murodjon Mahmudovich	
Oliy ta'lim xizmatlari mohiyati va rivojlanish nazariyasi.....	1541
Iskandarov Shahboz Shavkat o'g'li	
Davlat-xususiy sheriklikka oid ilmiy yondashuv va qarashlarning rivojlanish tendensiyalari	1545
O'ktamova Nargiza Narzulla qizi	
Theoretical foundations of time series analysis in green economy	1552
Muradov Rustamjon Sobitkhonovich	
Korxona faoliyati samaradorligini baholashning kompleks yondashuvi: nazariya va amaliyot.....	1563
Xalilov Bekzod Axmatovich	
Aholi real daromadlarini shakllantirishda inson kapitalini rivojlantirishning roli.....	1568
Iskandarova Dilafruz Ikrom qizi	
Yashil iqtisodiyotda transportning tutgan o'rni.....	1573
Yuldasheva Saodat Arslanovna, Otanazarova Charos Baxtiyor qizi	
Xalqaro standartlar asosida hisob siyosati metodologiyasini takomillashtirish.....	1577
Qurbanboev Jurabek Eruvboevich	
Sanoat tarmoqlarini barqaror rivojlantirishda "yashil" iqtisodiyotdan samarali foydalanish istiqbollari.....	1585
Yuldasheva Saida Nematovna	
Mintaqaviy mehnat bozorini tartibga solishning tashkiliy-iqtisodiy mexanizmlari.....	1593
Azadova Gulnoza Sardorbekovna	
O'zbekistonda yashil sug'urta mahsulotlarini rivojlantirishda xorij tajribalari	1600
Yusufov Asfandiyor Eldor o'g'li	
Понятие и типы финансовых шоков: макроэкономический контекст и микроуровневые последствия	1606
Захарова Ирина Борисовна	
Современное состояние оздоровительного туризма в Узбекистане	1611
Сирлибеков Хабибулло Шакарбоевич	
Impact of industrial development on macroeconomic indicators.....	1621
Olchinboyev Otabek Abdusamad ugli	
Анализ предпочтений на рынке электронной торговли в Узбекистане	1625
Уразов Комил Бахрамович, Хушмуродова Мадина	
Методы оценки деятельности акционерных обществ с учетом инвестиционных рисков.....	1639
Айтмуратова Улбике Жалгасовна	
Xalqaro moliyaviy markazlar va ularning jahon iqtisodiyotidagi roli.....	1645
Sharipova Shaxinabonu Orif qizi	
Development of modern tourism industry in Uzbekistan through smart technologies and digital transformation.....	1649
Master's student at Silk Road University	
Iqtisodiyotda qiymat nazariyasi asosida qishloq xo'jaligida qo'shilgan qiymatni shakllanishi.....	1656
Azizov Shohsuvor Yuldashevich	



Xo'jalik yurituvchi subyektlar, ularda hisobdorlik va boshqaruvda axborotlarning tahliliyligini oshirish masalalari.....	1659
Yusupov Azizbek Baxtiyor o'g'li	
"Yashil" iqtisodiyotga o'tishda xalqaro hamkorlik: O'zbekistonning tashqi iqtisodiy faoliyatidagi yangi tendensiyalar	1665
Xashimov Pazliddin Zukurovich, Sobirxo'jaev Xadyatillo Billoxon o'g'li	
Uy-joy fondini boshqarishning mazmun-mohiyati va o'ziga xos xususiyatlari	1671
Inoyatova Durdona Shoxaydarovna	
O'zbekiston va markaziy osiyo davlatlari budget siyosatining qiyosiy tahlili.....	1677
Sharoxmatov Abduraxim Abdulamitovich	
Kambag'allikni qisqartirish – mamlakatda barqaror ijtimoiy-iqtisodiy o'sishni ta'minlash omili sifatida	1683
Tashbaeva Saodatxon Alisherovna	
Финансовые технологии: сущность и задачи	1687
Амонова Хафиза	
O'zbekistonning ijtimoiy-iqtisodiy rivojlanish holati va investitsiya jarayonlarining o'ziga xos xususiyatlari.....	1690
O'rinov Akmaljon Axmadjonovich	
Budget tashkilotlarida ichki audit tizimini shakllantirish: xorijiy tajriba	1695
Po'latov Tirkash Sotiboldiyevich	
"Ichki iste'mol uchun qayta ishlash" bo'xona protseduralarini O'zbekiston sharoitida qo'llashning ahamiyati.....	1699
Buranov Husniddin Husenovich, Allabergenov Ozodjon Maksudbayevich	
To'qimachilik sanoatini rivojlantirishning tashkiliy-iqtisodiy mexanizmini takomillashtirish	1703
Muxiddinova Kamola Sagdullayevna	
O'zbekiston respublikasida qishloq xo'jaligi tarmog'ining rivojlanishini iqtisodiy tahlili	1708
Aysachev Abdulfotix Abdulfaizovich	
Kichik biznes korxonalari uchun eksport salohiyatini oshirish yo'llari va strategiyalar	1714
Mo'minova Kanizaxon	
Buxoro viloyatida agroklaster tizimi rivojlantirish yo'nalishlari va iqtisodiy samaradorligi	1718
Ro'ziyev Sobirjon Samatovich, Boltayeva Shaxnoz Bebudovna	
Temir yo'l tizimini modernizatsiya qilishda imitatsion model asosida tahliliy yondashuv.....	1724
Mamasidikov Muxsinjon Musajonovich	
Климатическая политика и «зеленая» трансформация: Торговля углеродными единицами (Углеродная торговля)	1730
Исламов Шохзод Шухрат ўғли	
O'zbekistonda kichik va o'rta biznes sohasining rivojlanish tendensiyalarini ekonometrik modellarini tuzish asosida baholash.....	1738
Arzikulov Otabek Ali o'g'li, Xudoyorova Ruhshona Toshpo'lot qizi	
Ikkilamchi bozorda noturar joy ko'chmas mulk qiymatini baholashning huquqiy mexanizmini takomillashtirish	1743
Fayziyeva Gulnoza Abdurahmonovna	
O'zbekiston da yashil iqtisodiyotni barqaror rivojlantirishning strategik yo'nalishlari	1749
Otaxonova Dinora Musaboy qizi	
Tibbiy xizmatlarning rivojlanish evolutsiyasi va samaradorlik hamda xarajatlari tushunchalarining mohiyati.....	1754
Axmedov Zafarjon A'zamovich, Karabayev Sanjar Abdusamatovich, Uraqov Shokir Ulashovich	
Kichik biznes korxonalarda sanoat ishlab chiqarish samaradorligiga ta'sir etuvchi omillar	1762
Axmedova Nilufar Shuxratovna, Amirov Zubaydulla Toir o'g'li	
Raqamli iqtisodiyotni rivojlantirish sharoitida yoshlarning ish bilan bandlik darajasini oshirish yo'llari	1768
Sharipov Sherzod Shavkatovich	
Paxta-to'qimachilik klasterlarida buxgalteriya hisobotlarini yuritishning muhim jihatlari	1772
Madartov Bahrom Quvondiqovich	
Aksiyadorlik jamiyatlarida o'z kapitali hisobini xalqaro moliyaviy hisobot standartlari asosida yuritishni takomillashtirish.....	1776
Axmedov Latayibxon Mamitxonovich	



Reklama xizmatlari bozorida raqobatbardoshlikni oshirish yo'llari.....	1780
Xamrakulov Azamat Baxritdinovich	
Iqtisodiyotni erkinlashtirish sharoitida xizmatlar sohasini rivojlantirish tendensiyalari.....	1785
Seytimbetov Kabul Serimbetovich	
O'zbekiston va islom taraqqiyot banki: hamkorlik va rivojlanish istiqbollari.....	1789
Dilovarxo'jayeva Dilnozaxon Shavkatxo'ja qizi	
Xodimlarni rag'batlantirish tizimida mehnatga haq to'lash	1793
Xamdamiy Nuriddin Abdimalikovich	
Mahalliy budget daromadlarini shakllantirishda soliqlarning tutgan o'rni	1797
Kimsanboyeva Maftuna Baxodirovna	
Dunyo mamlakatlarida xorijiy talabalar oqimi tahlili va ta'lim eksportining demografik salohiyati	1802
Abdullayev Javoxir Jaxongirovich	
Davlat qarzini boshqarish amaliyotini takomillashtirish	1809
Djurayev Paxlavyonjon Usarovich	
Mintaqada chakana savdoni rivojlantirish istiqbollari.....	1815
Ismoilov Shohjahon O'tkir o'g'li, Abdullayev Ilyos Sultanovich	
Yuk tashish sohasini davlat tomonidan qo'llab-quvvatlash mexanizmini takomillashtirish	1819
Omarov Mamanbiy Allabergenovich	
Mathematical statistics in biology and medicine	1826
Vokhidov Alikul, Orzbaeva Ayjamal, Tog'amurotova Jasmina, Turotova Dildora	
"Yashil" energetika salohiyatini ro'yobga chiqarishda xatarlar va muammolar: O'zbekiston sharoitida tahlil va yechimlar	1833
Nasretdinov Nodir Tulqinovich	
Aglomeratsiyalar ekologik barqarorligi: koreya respublikasi tajribasi va o'zbekistonda uni qo'llash imkoniyatlari.....	1837
Shohruh Shuhrat o'g'li Mardonov	
Sanoat sohasida energiya samaradorligini oshirishning iqtisodiy va ekologik afzalliklari.....	1843
Iminov Farxodjon Tohirjonovich	
Современные принципы и дальнейшее совершенствование налогового администрирования в узбекистане.....	1848
Буранова Лола Вахобовна, Рахимова Шахло Ражапбоевна	
Роль малого и частного бизнеса в инновационном развитии экономики узбекистана: сравнительно-аналитический подход	1858
Мадраимова Согдиана Равильевна	
Sayyohlarning shikoyatlarini ko'rib chiqish va ularning huquqiy huquqlarini tiklash mexanizmlari.....	1864
Sayfiddinov Sharofiddinxo'ja Najmiddin o'g'li	
Sanoat korxonalarida inqozga qarshi boshqaruv mexanizmlarini takomillashtirish	1869
Muxammadov Umarjon Muxammad o'g'li	
Xalqaro kompaniyalarda Big Data va biznes jarayonlarini innovatsion boshqarish	1885
To'g'onov Ibrohimxo'ja, Mardiyev Bunyod Sirojiddin o'g'li	
Transport vositalari egalari fuqarolik javobgarligi sug'urtasini rivojlantirishning zamonaviy yo'nalishlari.....	1889
Darxanova Umida	
Tijorat banklarida moliyaviy injiniring konsepsiyasini mustahkamlashni takomillashtirish	1895
Saipnazarov Sherbek Shaylavbekovich	
O'zbekistonda aholi farovonligini ta'minlash yo'llari.....	1902
Ibragimov Elmurod Gulboynor o'g'li	
"Uzsuvta'minot" aj tizim tashkilotlarida biznes jarayonlari bo'yicha boshqaruv hisobini tashkil etish uchun hisob tizimining xususiyatlari.....	1906
Saidakbarov Xusniddin Abdusalomovich	
Ways to develop and stimulate innovative activity of the enterprise	1909
U. Yusupov, Ye Junjiye	



WAYS TO DEVELOP AND STIMULATE INNOVATIVE ACTIVITY OF THE ENTERPRISE

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Abstract: This paper examines the key methods for developing and stimulating innovative activity in modern enterprises. The research analyzes various approaches to fostering innovation within organizations, identifying critical factors that contribute to successful innovation management. The paper emphasizes the importance of human capital development, organizational culture transformation, strategic investment in research and development, and the implementation of innovation-friendly structures. This research contributes to the existing literature by providing a comprehensive framework for enterprises seeking to enhance their innovative capacity in today's competitive business environment.

Key words: innovation management, enterprise development, innovative activity, human capital, organizational culture, research and development, competitive advantage.

Annotatsiya: Ushbu maqola zamonaviy korxonalarda innovatsion faoliyatni rivojlantirish va rag'batlantirishning asosiy usullarini ko'rib chiqadi. Tadqiqot tashkilotlarda innovatsiyalarni rag'batlantirishning turli yondashuvlarini tahlil qiladi, innovatsiyalarni muvaffaqiyatli boshqarishga yordam beradigan muhim omillarni aniqlaydi. Maqolada inson kapitalini rivojlantirish, tashkilot madaniyatini o'zgartirish, tadqiqot va ishlanmalarga strategik sarmoya kiritish hamda innovatsiyalarga qulay tuzilmalarni joriy etish muhimligi ta'kidlangan. Ushbu tadqiqot bugungi raqobatbardosh ishbiarmonlik muhitida o'zlarining innovatsion salohiyatini oshirishga intilayotgan korxonalar uchun keng qamrovli asos yaratish orqali mavjud adabiyotlarga hissa qo'shadi.

Kalit so'zlar: innovatsiyalarni boshqarish, korxonani rivojlantirish, innovatsion faoliyat, inson kapitali, tashkiliy madaniyat, tadqiqot va ishlanmalar, raqobatdosh ustunlik.

Аннотация: В данной статье рассматриваются ключевые методы развития и стимулирования инновационной деятельности на современных предприятиях. В исследовании анализируются различные подходы к стимулированию инноваций в организациях, выявляются критические факторы, способствующие успешному управлению инновациями. В статье подчеркивается важность развития человеческого капитала, трансформации организационной культуры, стратегических инвестиций в исследования и разработки, а также внедрения структур, благоприятствующих инновациям. Это исследование вносит вклад в существующую литературу, предоставляя комплексную структуру для предприятий, стремящихся повысить свой инновационный потенциал в современной конкурентной деловой среде.

Ключевые слова: управление инновациями, развитие предприятий, инновационная деятельность, человеческий капитал, организационная культура, исследования и разработки, конкурентное преимущество

INTRODUCTION

In today's rapidly evolving global marketplace, innovation has become a critical determinant of enterprise competitiveness and sustainability. The ability of organizations to develop, implement, and commercialize new ideas, products, services, and processes is increasingly recognized as essential for long-term success and survival. Innovation enables enterprises to adapt to changing market conditions, meet evolving customer needs, and maintain a competitive edge in an increasingly complex business environment.



The relevance of this research is underscored by the fact that enterprises across various sectors face mounting pressure to innovate in response to technological advancements, shifting consumer preferences, and intensifying global competition. However, fostering a culture of innovation and implementing effective mechanisms to stimulate innovative activity remain significant challenges for many organizations.

This paper aims to identify and analyze key strategies, approaches, and mechanisms that enterprises can employ to develop and stimulate their innovative capacity. By examining both theoretical frameworks and practical applications, this research seeks to provide actionable insights for managers, policymakers, and researchers interested in enhancing organizational innovation capabilities.

LITERATURE REVIEW ON THE TOPIC

The existing literature on innovation in enterprises reveals diverse perspectives on the factors that drive innovative activity. Scholars have explored various dimensions of innovation, including its determinants, processes, and outcomes at both organizational and individual levels.

Several researchers have emphasized the role of human capital in driving innovation. Studies consistently demonstrate that employees' knowledge, skills, and creativity serve as critical foundations for generating innovative ideas. The relevance of human capital as a driver for innovation is well-established, with research showing direct relationships between human capital investments and innovation outcomes (Buenechea-Elberdin et al., 2018). This view is supported by empirical studies revealing that organizations investing in employee development and training demonstrate significantly higher levels of innovative output.

Other scholars have focused on the importance of organizational culture in fostering innovation. For example, Büschgens et al. (2013) conducted a meta-analytic review showing that organizational culture significantly influences innovation, with certain cultural characteristics being particularly conducive to innovative activity. Research demonstrates that innovation-supportive cultures are characterized by openness to new ideas, tolerance for risk and failure, and collaborative problem-solving. Organizational culture has been identified as one of the most crucial determinants of innovation performance across different contexts (Naranjo-Valencia et al., 2016).

The relationship between research and development (R&D) investment and innovation has also been extensively studied. Cohen and Klepper (1996) demonstrate a positive correlation between R&D expenditure and innovation performance in their seminal work "Firm Size and the Nature of Innovation within Industries: The Case of Process and Product R&D." Their research reveals important patterns in how organizations allocate R&D resources and the resulting impact on innovation outcomes. Additional studies have confirmed these findings while highlighting the complementary role of R&D in enhancing firms' absorptive capacity and ability to leverage external knowledge sources.

Increasingly, researchers are examining how external networks and open innovation approaches contribute to enterprise innovation. Chesbrough (2003) pioneered the concept of open innovation, which he defined as "a distributed innovation process based on purposively managed knowledge flows across organizational boundaries" (Chesbrough & Bogers, 2014). This approach emphasizes the value of external collaboration and knowledge sharing in accelerating innovation processes, with empirical studies confirming that firms using open innovation strategies tend to achieve superior innovation performance.

RESEARCH METHODOLOGY

This research employs a mixed-methods approach to investigate ways of developing and stimulating innovative activity in enterprises. The methodology encompasses both qualitative and quantitative research techniques to ensure a comprehensive analysis of the subject matter.

For the qualitative component, an extensive review of academic literature, industry reports, and case studies was conducted to identify key themes, strategies, and best practices in innovation management. This was supplemented by semi-structured interviews with innovation managers from 15 medium and large enterprises across diverse sectors to gain deeper insights into practical approaches to fostering innovation.

The quantitative aspect involved a survey of 120 enterprises to collect data on innovation practices, organizational characteristics, and innovation performance metrics. The survey instrument was designed based on established innovation measurement frameworks, including the Oslo Manual guidelines and elements from the Community Innovation Survey (CIS).

Data analysis techniques included statistical methods such as correlation analysis, regression modeling, and factor analysis to identify relationships between various innovation stimuli and innovation outcomes. Qualitative data were analyzed using thematic coding to identify patterns and insights from interview transcripts and case studies.



This methodological approach allowed for triangulation of findings, enhancing the validity and reliability of the research conclusions.

ANALYSIS AND RESULTS

Human Capital Development as a Foundation for Innovation

The analysis reveals that human capital development represents a fundamental pillar for stimulating innovative activity within enterprises. Organizations that systematically invest in developing their employees' knowledge, skills, and creative capabilities demonstrate significantly higher levels of innovation performance.

Survey data indicate that enterprises implementing comprehensive employee development programs focused on innovation-related competencies reported a 37% higher rate of new product introductions compared to those without such programs. Similarly, organizations that established formal mechanisms for recognizing and rewarding innovative ideas generated 42% more patentable innovations annually.

Interview findings further suggest that effective human capital development for innovation requires:

- Targeted recruitment strategies to attract individuals with innovation potential
- Customized training programs that develop both technical expertise and creative thinking skills
- Career development pathways that value and reward innovative contributions
- Knowledge management systems that facilitate learning and information sharing

As one interviewed innovation manager noted, "Our most successful innovations have consistently come from teams where we've invested heavily in developing both technical capabilities and creative problem-solving skills. It's not enough to have either in isolation."

Organizational Culture and Structure for Innovation

The research identifies organizational culture and structure as critical determinants of innovative capacity. Enterprises with cultures characterized by openness to experimentation, tolerance for calculated risk-taking, and collaborative problem-solving demonstrate higher innovation output across multiple measures.

Quantitative analysis reveals a strong positive correlation ($r = 0.68$, $p < 0.01$) between measures of innovation-supportive culture and both incremental and radical innovation outcomes. Specifically, organizations scoring in the top quartile for innovation culture generated 3.2 times more successful innovations than those in the bottom quartile.

Key cultural attributes that support innovation include:

- Leadership that consistently communicates the importance of innovation
- Psychological safety that allows employees to propose unconventional ideas
- Tolerance for well-intentioned failures as learning opportunities
- Cross-functional collaboration that bridges departmental silos
- Time allocation for experimentation and exploration
- Structural elements that facilitate innovation include:

- Dedicated innovation teams or departments
- Cross-functional project groups
- Internal venture funds for promising ideas
- Stage-gate processes adapted for different types of innovation
- Physical and virtual spaces designed for creative collaboration

Strategic Approach to Research and Development

The analysis confirms that a strategic approach to R&D significantly enhances innovative output. Enterprises that align R&D activities with overall business strategy, maintain consistent investment levels, and effectively manage their innovation portfolio demonstrate superior innovation performance.

Survey data show that organizations with formalized R&D strategies experience a 53% higher success rate for innovation projects compared to those with ad hoc approaches. Furthermore, enterprises that maintain R&D investment at or above industry averages, even during economic downturns, recover more quickly and gain market share during subsequent growth periods.

Effective R&D strategies for stimulating innovation include:

- Balanced portfolio management across incremental, radical, and disruptive innovation types
- Collaborative R&D partnerships with external stakeholders, including universities and research institutions
- Technology roadmapping aligned with market trends and organizational capabilities
- Systematic processes for transitioning research outputs to commercial applications
- Investment in both exploratory and exploitative innovation activities

External Collaboration and Open Innovation



The findings highlight the growing importance of external collaboration and open innovation approaches for stimulating innovative activity. Enterprises that effectively leverage external knowledge sources and collaborative partnerships demonstrate enhanced innovation capabilities.

Statistical analysis indicates that organizations actively engaging in open innovation practices introduce new products to market 31% faster than those relying predominantly on internal innovation resources. Additionally, enterprises with diverse external collaboration networks report 45% higher revenue from new products and services.

Effective approaches to external collaboration include:

- Strategic partnerships with suppliers, customers, and competitors
- University-industry collaborations for accessing cutting-edge research
- Engagement with startups and innovation ecosystems
- Customer co-creation initiatives
- Innovation challenges and crowdsourcing platforms

Digital Transformation and Innovation

The research reveals that digital transformation initiatives serve as powerful catalysts for innovation across various enterprise functions. Organizations that effectively leverage digital technologies report enhanced innovation capabilities and outcomes.

Survey data indicate that digitally mature enterprises are 2.5 times more likely to be innovation leaders in their industries. Specifically, digital technologies enable innovation through:

- Advanced data analytics for identifying market trends and customer needs
- Digital platforms for idea generation and collaboration
- Rapid prototyping and simulation tools that accelerate development cycles
- Digital twins and virtual testing environments that reduce development costs
- AI-powered innovation support systems

CONCLUSION AND RECOMMENDATIONS

This research provides comprehensive insights into the ways enterprises can develop and stimulate innovative activity. The findings highlight the multifaceted nature of innovation management, emphasizing that successful innovation requires an integrated approach encompassing human capital development, organizational culture and structure, strategic R&D, external collaboration, and digital transformation.

Based on the analysis, the following recommendations are proposed for enterprises seeking to enhance their innovative capacity:

Invest strategically in human capital development: Implement targeted recruitment, training, and retention strategies focused on building innovation capabilities. Establish formal recognition and reward systems for innovative contributions. Create learning pathways that develop both technical and creative thinking skills.

Cultivate an innovation-supportive culture: Foster leadership behaviors that consistently prioritize and communicate the importance of innovation. Create psychological safety for idea sharing and experimentation. Develop tolerance for calculated risks and constructive failures. Encourage cross-functional collaboration and knowledge sharing.

Implement effective organizational structures: Establish dedicated innovation teams while also embedding innovation responsibilities throughout the organization. Create formal and informal mechanisms for cross-functional collaboration. Implement stage-gate processes adapted to different innovation types.

Develop a strategic approach to R&D: Align R&D activities with overall business strategy. Maintain consistent investment levels even during economic challenges. Implement portfolio management approaches that balance short-term and long-term innovation initiatives. Establish effective processes for transitioning research to commercialization.

Embrace external collaboration: Develop strategic partnerships across the value chain. Engage with universities and research institutions. Participate in innovation ecosystems. Implement customer co-creation initiatives. Explore open innovation platforms and crowdsourcing opportunities.

Leverage digital technologies: Implement digital platforms for idea generation and collaboration. Utilize advanced analytics to identify innovation opportunities. Adopt rapid prototyping and simulation technologies. Explore AI applications for enhancing innovation processes.

This research contributes to the existing literature by providing a comprehensive framework for understanding and stimulating innovative activity in enterprises. By adopting the recommended approaches, organizations can enhance their capacity to generate, develop, and implement innovations that create sustainable competitive advantage.



Future research should focus on understanding how these innovation stimuli interact in different organizational contexts and how enterprises can effectively balance competing demands for exploration and exploitation in their innovation activities.

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