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THE ROLE OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP SUBJECTS IN PROVIDING INNOVATIVE GROWTH OF THE COUNTRY

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Abstract - The role of small business and private business entities in ensuring the economic growth of the country, as well as the organization of labor processes in the main employer entities of small enterprises in the labor market and its elements are scientifically researched in this article.

Keywords - Economic Growth, Small Business, Private Entrepreneurship, Labor Market, Production, Service.

I. INTRODUCTION

Although small business entities make a significant contribution to the economic entities operating in our country, the role of large enterprises in the national economy is incomparable. Because most of the means of production (machines, equipment and tools) used in small business entities are made in large enterprises. In large enterprises, firstly, there is an opportunity to produce high-quality products based on the implementation of scientific and technical achievements, and secondly, from the point of view of inventing new types of products, it is possible to start the

activity of scientific and research laboratories. The work in this direction, naturally, paves the way for the development of science and technology in the country.

II. LITERATURE REVIEW

The following scholars have considered the role of small business and private entrepreneurship subjects in providing innovative growth of the country in their research: A.J. Schumpeter [1], K. J. Mirzaev, E. Sh. Shavqiev, B. K. Janzakov [2], Mirzaev K. [3], Ortik E., Khurshida K., Askar D. [4], Mirzaev K.J., Rahimov Z.K. [5], Kudratov G. Kh., Mirzaev K. J. [6], Mirzaev K. J. [7], Mirzaev K., Janzakov B. [8], Jamankulova F.E., Nizomov M.Q. [9], Jomonkulova F.E., Nizomov M.Q., Uralov S.A. [10], Jomonkulova F.E., Tojiyev, N.S., Nizomov M.Q., Uralov S.A. [11].

III. RESEARCH METHODOLOGY

In the implementation of the study, the conclusions and recommendations are formed as a result of the analysis of indicators of effective development of communication services through economic methods. In addition, the method of analysis and synthesis was used effectively in the conduct of scientific research.

IV. ANALYSIS AND RESULTS

In particular, the potential of large enterprises in establishing contacts with foreign companies and firms is high. For this reason, it is appropriate to ensure optimality in the ratio of large and small business entities in the formation of the structure of the national economy, based on world experience. A small business enterprise (entity) is one that satisfies consumer demand through production of products, performance of work, and (providing services to) individuals and legal entities with a small number of employees in the economy.

The enterprise is the main production link of the economy and satisfies consumer demand by producing products, performing work, and providing services to individuals and legal entities. The category of small entrepreneurship (business) subjects is employed in the following areas on average per year:

- in the light, food and construction materials industries - two hundred nafans;
- in the metalworking and tooling, woodworking and furniture industries - from one hundred people;
- mechanical engineering, metallurgy, fuel-energy and chemical industry, cultivation and processing of agricultural products, construction and other production-industry sectors - economic entities with no more than fifty employees.

Also, one of the main factors of economic development in the conditions of market relations is the development of small business and entrepreneurial activity. So, what is the meaning and meaning of the concepts of "entrepreneur" and "entrepreneurship"?

These concepts in their current sense were first used by the English economist Ree in the late 18th and early 19th centuries. used by chard Cantillon. In his opinion, an entrepreneur is a person who operates under risk conditions. Therefore, he considered the land and labor factor as a source of wealth that determines economic well-being. Later, at the end of the 18th century and the beginning of the 19th century, the famous French economist J.B. Say (1767-1832) in his book "Treatise on Political Economy" (1803) described entrepreneurial activity as the three main factors of production - land, capital, labor integrity. was At the borders of the XIX-XX centuries, many people began to understand the importance and role of the entrepreneurial institution. French economist Andre Marshall (1907-1968) is the first to the three factors of production (land, capital, labor) added a fourth factor - the factor of organization. Since then, the concept of entrepreneurship and the scope of work in this field have been expanding.

Famous American economist Y. Schumpeter (1883-1950) in his "Economic development theory"^{1[1]} in his book, he defined an entrepreneur as an innovator. The scientist considers entrepreneurship to be the introduction of innovations that play a major role in the development of the capitalist economy and economic growth: "We call economic entities whose function is to introduce new combinations entrepreneurs." English economist Friedrich von Hein (1899-1984), who won the Nobel Prize in economics (1974), approached this problem differently. In his opinion, entrepreneurship is not an activity, but a search for new economic opportunities, providing actions.^{2[2]}

According to the American economist Y. Schumpeter, the innovative character of entrepreneurship is reflected in the following:

- production of new goods for the market;
- implementation of new technologies in the production process;
- development of new sales markets;
- finding new types and sources of raw materials.

The third stage of the creation of entrepreneurship is the special personal qualities of entrepreneurship: economic and it is defined by the ability to find the right way in a changing social situation, independence in choosing and making management decisions, full manifestation of management skills. In 2020, the share of goods and services created in enterprises in GDP will be 56 percent, and the labor resources employed in them will be 48 percent. However, in 2005, the number of people employed in this field was 30 percent.

Therefore, small enterprises are the main employers in the labor market of our country. This situation is characteristic of almost all developed market economy countries. For example, two out of three people in the US work in firms with fewer than 100 employees. In Italy, 79 percent of the population works in small enterprises.

^{1[1]} A.J. Schumpeter. Theory of economic development. M., 1982.

^{2[2]} F. Hein. Competition as a discovery procedure. "World Economy and International Relations" journals, 1989, magazine, 1989. No. 12.

That is why it is important to scientifically research the mechanism of personnel recruitment in small businesses and private enterprises.

Organization of labor processes in small business and private business entities.

As a system, it consists of the following elements:

- determined by the level of working time and use of labor tools;
- has a structure of work performed by a worker or labor team, characterized by a certain content, volume and complexity;
- vocational training is required;
- interdependence between the main and auxiliary production workers and employees in the work process;
- organizational conditions of work, i.e. availability of work and rest, labor intensity, technical safety;
- selection of personnel taking into account professional requirements and requirements such as personal quality of employees, adaptability to work, improvement of qualifications;
- making the team and individual workers interested in work by motivating the results of their work;
- to ensure the interest of the team and individual workers in labor results, by forming socio-economic motivation.

This approach to the organization of labor is fundamentally different from the approach used before. The social aspects of the elements included in it have been somewhat expanded due to the development of intellectual and professional abilities of a person, the fuller use of his labor and creative potential, and the increase of his satisfaction with work by maintaining his health.

Analyzing the characteristics of the organization of labor in the activity of small and private entrepreneurship, which is currently operating, it is necessary to recognize that the following are important.

First, the nature of the formation of the labor process in small and private enterprises is characterized by the conditions for attracting employees to work. This is a common and fundamental characteristic of most small businesses. The results of the conducted research indicate that the majority (almost more than half) of small business managers hire labor only on the condition of traditional full employment.

The importance of this form of attracting workers to work has not changed for a long time, and as a result, it is a positive situation for the nature of the labor market, which indicates that it is relatively stable. Secondly, another part of entrepreneurs (relative minority) hires labor force on the condition of permanent full-time employment as well as permanent part-time and temporary employment. It should be recognized that the share of enterprises that attract labor only on the basis of permanent part-time employment and only on the basis of temporary labor contracts is low, i.e. 2-10%, Table 1.

Table 1

The size of the main indicators of small business and private entrepreneurship in economic sectors in Samarkand region

Years	Industry (billion soums)	Constru ction (billion soums)	Employment (thousand people)	Export (million USD)	Import (million USD)	Trade (billion soums)	Agriculture, forestry and fisheries (billion soums)	Services (billion soums)
2010	922.6	428.1	1 009.0	66.6	214.5	1 519.6	5 481.8	1 434.7
2011	1 258.4	660.5	1 045.5	97.8	283.8	1 920.5	6 957.5	1 815.9
2012	1 487.4	815.8	1 075.1	96.2	295.4	2 700.7	7 996.1	2 352.2
2013	1 865.3	1 107.8	1 129.2	215.5	379.2	3 417.0	9 658.3	3 074.7
2014	2 539.4	1 417.9	1 174.3	124.4	420.7	4 314.7	11,849.3	3 945.5
2015	3 415.3	1 874.7	1 213.9	173.7	381.1	5 458.2	14 379.2	4 564.5
2016	4 475.6	2 073.8	1 254.6	213.6	377.9	7 112.9	17 238.1	5 712.1
2017	5 171.7	2 137.8	1 286.9	214.8	505.0	8 343.2	21,676.9	6 343.9
2018	7 717.0	3 250.0	1 216.1	251.1	909.1	10,063.1	25,702.4	7 421.8
2019	6 402.1	4 371.9	1 206.3	191.8	530.9	12 373	28,030.1	9,035.6
2020	8 723.3	3 251.4	1 418.3	335.2	1 156.4	13 482	31,898.1	9 703.0

According to the results of the research, the nature of employment in small and private enterprises is largely determined by the branch it belongs to. Workers and servants are traditionally full-time, with most employment in the retail and catering sectors. According to the reports of entrepreneurs in these areas, on average, 90% of jobs are occupied by workers and servants.

In small and private enterprises operating in the field of medicine, permanent part-time employment is more common, one out of four employees working in these enterprises is engaged in secondary employment (that is, on a temporary basis). This type of employment is widespread in this industry, because the convenience of working hours at the main workplace allows them to carry out secondary employment activities. Working under a temporary labor contract is more common in the activities of small enterprises operating in the scientific, technical and intellectual fields, because the very nature of work in these fields gives the opportunity to perform labor operations without being tied to a specific workplace, as a result, an employee of this field can also work in other enterprises on a substitute basis. will be able to go.

Temporary employment gives entrepreneurs the opportunity to use the amount of labor force used according to their wishes, without going to social tension in the case of changes in production demand. Also, unlike permanent employees, temporary employees agree to all the terms of the employment contract and do not demand to pay wages at higher wage rates.

V. CONCLUSION/RECOMMENDATIONS

It should also be noted that, in addition to food characteristics, the economic status of the enterprise and its size play an important role in attracting the labor force, and this form of employment is also widespread among entrepreneurs.

Studies show that the smaller the size of the business enterprises, the more its managers try to hire workers on the condition of temporary work in their enterprises. According to the results of a sociological survey, one out of every five employees in enterprises with up to 10 employees works under a temporary contract, while in "large" small enterprises 90-95% of employees work under permanent employment contracts. It should also be recognized that employment with a permanent contract is widespread in small and private enterprises engaged in the service sector (in particular, financial services).

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