
HUMAN CAPITAL AS A FACTOR OF INNOVATION DEVELOPMENT IN THE TEXTILE INDUSTRY OF UZBEKISTAN

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Abstract

This article examines the impact of human capital on the development of innovations in the textile industry of Uzbekistan. It is based on an analysis of current trends and strategies aimed at improving the competitiveness of this sector of the economy. The study examines the role of education, skills of the workforce, and the degree of their compliance with the requirements of the modern labor market in the context of stimulating innovation. Special attention is paid to the assessment of the current state of human capital in the textile industry and the proposed strategies for its development to support innovative processes. The results of the study will reveal the key factors contributing to the effective use of human capital as the main driving mechanism for the development of innovations in the textile industry of Uzbekistan.

Keywords: human capital, innovation development, textile industry, education, workforce qualifications, competitiveness, labor market, development strategies, economic growth.

Introduction

In today's increasingly competitive world, the key to success for any industry is its ability to innovate. One such industry where innovation plays a crucial role is the textile industry.

The purpose of the article is to study the impact of human capital on the development of innovations in the textile industry of Uzbekistan. The authors seek to analyze the current state of human capital in this industry, identify key factors contributing to its development, and propose strategies aimed at increasing its effectiveness in the context of stimulating innovative processes. Thus, the main goal is to identify ways to optimize the use of human capital as the main factor in the development of innovations in the textile industry of Uzbekistan.

In Uzbekistan, a country with a rich textile manufacturing heritage, the development of human capital and innovation is becoming a strategic priority. Uzbekistan is famous for its traditional textile technologies, which are passed down from generation to generation. This rich cultural heritage is the basis for the development of the modern textile industry. However, in order to

remain competitive on the world stage, it is necessary not only to preserve traditions, but also to actively introduce innovations.

II. Main Part

Human capital plays a crucial role in the formation and development of innovations in any industry. In the context of the textile industry of Uzbekistan, this concept is of particular importance, as it affects the competitiveness and sustainability of the industry in the global market. Let's consider the definition of human capital, its importance for stimulating innovation and the current state of the textile industry in Uzbekistan. Human capital is a collection of knowledge, skills, experience and qualifications of employees that are used to achieve the goals of an organization or industry. Its components are education, professional training, culture and motivation of staff.

Human capital is the main driving factor for innovation. Qualified and motivated employees contribute to the emergence of new ideas, the development of new technologies and processes, as well as their successful implementation in practice. Investments in education and staff development can increase the innovative potential of a company or industry.

In the textile industry of Uzbekistan, there is a growing awareness of the importance of human capital for innovation. State programs to support education and professional training of specialists in the field of textile technologies stimulate the development of human resources. However, attention should also be paid to motivating employees, creating incentives for active participation in innovation processes and developing a culture of innovation in the industry.

Human capital is one of the main resources of any successful organization. To achieve great heights in the modern world, it is necessary not only to invest in technology and production facilities, but also in the development of human resources. One of the key aspects of human capital development is the introduction of modern educational programs. This includes not only updating curricula and programs, but also using the latest teaching methods such as online courses, virtual lectures and interactive practical exercises.

The implementation of such programs helps employees and students to keep abreast of the latest trends in their industry and develop the necessary skills for a successful career. In order to fully develop human capital, it is necessary to ensure access to quality education for all segments of the population. This includes the creation of affordable pricing models for education, the development of grants and scholarships for talented students from low-income families, as well as the expansion of the network of educational institutions and courses, especially in remote and sparsely populated areas. Given the rapid pace of change in the modern world, professional retraining and advanced training are becoming a necessity for many workers. Companies and governments should facilitate such processes by providing employees with the opportunity to take courses and trainings on new technologies and working methods. This helps to improve the professional skills of employees and prepare them for the challenges of the future.

III. Scientific and theoretical proposal and recommendations.

One of the main obstacles to the development of human capital in the context of innovation is insufficient investment in education and training. Companies and governments often do not

pay enough attention to this area, which leads to a shortage of qualified personnel and limits the potential for innovation.

Solution: Increase investments in education and training, including the creation of specialized training programs in the field of innovation. This may include both government programs and private sector investments.

Some companies and societies lack a developed culture of innovation, which makes it difficult for employees to actively participate in innovation processes. Fear of risk, unwillingness to change old working methods and lack of support from management can become an obstacle to the introduction of innovative ideas.

Solution: The formation of a culture of innovation begins with leadership. Company executives should create a stimulating environment where employees feel comfortable contributing and offering new ideas. The introduction of an innovation reward system can also contribute to the development of a culture of innovation.

Sometimes technological problems and limitations stand in the way of human capital development. Outdated equipment, insufficient availability of new technologies and limited resources can make it difficult for employees to train and develop.

Solution: Investing in modern equipment and technology, as well as establishing partnerships with leading technology companies, can help overcome technological obstacles and provide employees with access to up-to-date information and training.

Recommendations for Improving the Situation:

- Investments in education and training: Companies and governments should increase investments in education and training, including the creation of training programs on new technologies and working methods.

- formation of partnerships: Cooperation between companies, educational institutions and government agencies allows for more efficient use of resources and development of human resources.

- Support for self-education: The creation of accessible online resources and courses will allow employees to develop their professional skills regardless of place and time.

- introduction of innovative technologies: The use of the latest technologies in educational processes will help make learning more interactive and exciting, increasing the efficiency of learning the material.

The prospects for further development of human capital are very encouraging. However, in order for these prospects to come true, it is necessary to take decisive measures to improve the situation in the field of education and training. Investments in human capital are investments in the future that will ensure stable and sustainable growth.

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