

## Management factors in a small business

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**Resume.** *Small business plays an important role in the development of the economy of Uzbekistan. The development program of this sector in the republic is being implemented on the basis of comprehensive state support and an initiative, creative market process with the participation of wide sections of the country's population. One of the priority areas of economic reforms in Uzbekistan is the development of small business, which is designed to create a real basis for the formation of a class of owners - the most important source of creating new jobs, a competitive environment and innovation.*

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The President of the Republic of Uzbekistan in his report noted: "In 2014, more than 480 thousand new jobs were created in the field of small business and private entrepreneurship, or every second.

In recent years, the state has done a lot for the development of small business and private entrepreneurship. State intervention is sharply limited, the procedures for registering small business entities have become much simpler and more transparent, tax rates have been unified and reduced, the system of product standardization and certification has been improved, the development of exchange trading has resolved many issues of free access for entrepreneurs to material and technical resources, and introduced new forms lending to enterprises through microcredit and microleasing. Uzbekistan is expanding the scope of small business and private entrepreneurship. Small businesses play an increasingly important role in the development of the economy of Uzbekistan, as well as in solving the problem of employment. This is the saturation of the republican market with necessary consumer goods and services. An economic policy aimed at supporting small businesses is one of the main priorities for the country. For several years now, our government has been taking initiatives to improve the environment conducive to the development of small businesses and private entrepreneurship. A modern enterprise is a complex system that includes the technical base, labor and material resources, which are constantly interacting and developing. The coordination of activities of their subsidiaries, their integration into a single system is one of the most important management tasks. Management of small and private enterprises should be created and improved on a high-quality and modern technical base. For this, new sources of their development must constantly be sought, both through effective management of a small enterprise, and through internal sources, banking institutions, and the wide attraction of foreign capital. In this regard, today this topic is of particular relevance. The dynamics of employment in small business and private entrepreneurship in 2014, the share of small enterprises and microfirms in the total number

of people employed in the economy was 77.2%, and that of individual entrepreneurship was about 49.1%. The share of operating enterprises in the total number of registered enterprises was 87.6%, of which about 1 million new jobs created in our country in 2014 were 480 thousand (76.5 percent), in the sphere of small business and private entrepreneurship. This is 4.7 percent 94 more than last year. Almost 21 percent of all created new jobs were implemented through the establishment of home work in various directions, 7.5 percent - the launch of new facilities, reconstruction and expansion of existing production, almost 30 percent - an increase in jobs. Functions, forms and methods of enterprise management:

Planning is the process of development and practical implementation of plans, as well as ways and means of achieving the goals of the enterprise embodied in them.

Organization of the enterprise - the process of creating the organizational structure of the enterprise (departments, services, groups, etc.), assigning resources to it, coordinating powers, as well as developing appropriate methods of action to achieve the goal. Coordination of the enterprise - the process of streamlining and coordinating the actions of its various departments.

Monitoring the activities of the enterprise - a systematic monitoring of the state of economic activity of the enterprise in order to verify the compliance of actual results with the planned ones and, if necessary, adjusting such activities. Small business in Uzbekistan is diverse. It differs in a number of factors, and each of them to one degree or another affects the management features of a particular company. Among such factors, it should be noted the size of the enterprise, the number and composition of employees, the form of ownership, the industry, the volume and range of products or services, the organizational structure of the enterprise, etc. The greatest influence on the definition of a specific management organization is provided, first of all, by the size of the enterprise, or rather , number of staff.

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