



# The Mechanism of Increasing The Investment Attractiveness of Industrial Enterprises Improvement

Mukhitdinova Kamala Alisherovna\*

Tashkent State Technical University, Uzbekistan

DOI:

<https://doi.org/10.47134/jbhi.v1i4.351>

\*Correspondence: Mukhitdinova  
Kamala Alisherovna

Received: 03-06-2024

Accepted: 05-06-2024

Published: 12-06-2024

**Abstract:** The article promotes the ways of increasing the efficiency of the country's investment activities, and the methods of applying foreign experience to our republic are described in detail.

**Keywords:** Investments, Investment Potential, Investment Attractiveness, Connection Coefficients, Coefficient Of Determination, Forecast Multipliers, Innovation Activity, Innovation And Investment Projects.



**Copyright:** © 2024 by the authors.

Submitted for open access publication  
under the terms and conditions of the  
Creative Commons Attribution (CC BY)  
license

(<http://creativecommons.org/licenses/by/4.0/>).

## Introduction

In the conditions of the digitization of the economy, the development of the modern information world is the demand of the time to increase information transparency in order to forecast the country's need for investments (Misztal & Kowalska, 2020), the level of economic and financial riskiness of the production enterprise, the effectiveness of foreign and domestic investors' investments and make the right decision (Bulturbayevich & Abduvafoyevna, 2022). The country's investment potential and attractiveness for foreign and domestic investors can be assessed through the following factors (Teplická & Hurná, 2021):

regional investment attractiveness at the country level, i.e., if climate changes are evident between regions, if the wealth of resources and the efficiency of their use are high, investment relations between regions will be reflected (Liczmańska-Kopcewicz et al., 2020);

increase the investment attractiveness of processing enterprises, regardless of their location in the regions (Abduvakhidovna, 2022b);

increase the investment attractiveness of industrialized small enterprises (Illiashenko et al., 2020).

the mechanism of economic evaluation of the efficiency of the country's investment activity through the rating practice, to have accurate information about the regional investment attractiveness, and thus to provide foreign investors with a source of information (Karpenko et al., 2019).

### Research Method

The mechanism of economic assessment of the effectiveness of the country's investment activity can be implemented through the following four modes of rating assessment:

Mode 1: production activities of industrial enterprises;

Mode 2: investment activities of industrial enterprises;

Mode 3: operational efficiency of entities participating in investment processes;

Mode 4: level of social development of subjects participating in investment processes(Li et al., 2019).

The investment potential of the republic and its attractiveness depend on several determinants(Tolstykh et al., 2020) . These determinants are divided into such types as socio-economic, organizational-legal, spiritual-location. All the mentioned determinants allow investors to make quick and effective decisions on whether or not to invest in this area. As we all know, in the "Doing Business" report, established by the World Bank, every year the rating of the country on doing business on the scale of about two hundred countries is publicly announced by experienced specialists and experts(Axmadjonovich, 2023).

In fact, investors, mostly foreign investors, try to analyze the influencing factors before making a decision whether or not to invest in a country(Sobirovna & O'rinboyevich, 2019).

In order to direct the investment flow to the country, foreign investors turn to the rating of international organizations, in particular, they follow the analysis of the World Bank's "Doing Business" , "State Inactivity Index" and "Global Competitiveness Index" of the "For Peace" Fund and similar rating indicators(Trachuk & Linder, 2019).

In Figure 1 below, we can see information about rating organizations that incorporate information about the country's investment performance and attractiveness, which is important for foreign investors to make the right decision.

The mechanism for assessing the investment attractiveness of industrial enterprises is implemented through the following factors(Li et al., 2020):

choosing a specific research object;

analysis of statistical data for a certain period and their processing;

determining the system of indicators used in the rating and their systematic analysis(Abduvakhidovna, 2023);

taking into account the existence of specific characteristics of industrial enterprises. Officially published annual reports and data of industrial enterprises are used in the rating process.

Indicators of industrial enterprises are developed based on the requirements of rating organizations and do not contradict their policies. This includes the following ratings:

- income received on account of investment;
- use of subsidies provided by the state;
- income rating of individual enterprises;
- profitability rating of the industrial enterprise;
- rating of the level of concentration of financial resources in industry and agriculture(Skrynkovskyy et al., 2019);
- efficiency of management of industrial enterprises;
- gross profit rating of the enterprise;
- rating by demand for goods produced in industrial enterprises;
- rating of industrial enterprises by the level of sales of their manufactured goods;
- monthly salaries of workers of the industrial enterprise and rating of their social protection(Sozinova et al., 2019).

In the process of researching the "Employee management" category, when we analyzed the documents related to the labor legislation of the Republic of Uzbekistan, it became clear that the employees of the organization were divided into several categories according to the system of descriptions and indicators of the content of work and they were given separate definitions(Vedernikov et al., 2020). According to it, the state share in state enterprises, institutions and organizations, economic management bodies, as well as authorized capital established by the decisions of the President of the Republic of Uzbekistan and the Cabinet of Ministers based on the "Classification of the main positions of employees and workers' professions" approved by the decision of the Cabinet of Ministers of the Republic of Uzbekistan No. 795 Employees of organizations with more than 50 percent are divided into the following categories according to the system of descriptions and indicators of labor content(Sozinova et al., 2019).

Management employees - employees who perform management functions, lead employees, develop and make necessary decisions, plan, control and regulate the organization's activities(Shepel et al., 2019), prepare information for making necessary decisions. Management staff ensure the necessary organizational and technical conditions for the achievement of the organization's goals and tasks, as well as the performance of assigned functions and production programs. Management staff, in turn, are divided into leaders and management staff specialists(Tkachenko et al., 2019). Production employees are employees who directly participate in the production of the main products of the organization, as well as in the production of additional products specified in the production program. The production staff includes specialists who directly participate in the production process(Yepifanova & Dzhezdzhula, 2021).

"Technical staff - the function includes employees who provide technical support to the activities of management staff and perform production and technological processes (publishing, duplicating, archiving, library work, document delivery and other work). Service personnel - the function includes the provision of technical service and economic service to buildings and territories, security, service to management personnel, management of the organization, and additional social and household service workers provided to employees in the service process (Kwilinski & Kuzior, 2020).

Service workers include professionals and household service workers who do not belong to the category of workers. Based on our conducted research, we consider it appropriate to dwell on the specific features of the personnel management process in the organization. In this case, we can see the specific features of the personnel management process in the following (Urakova, 2021):

Firstly, personnel management includes the administrative tasks necessary to control the employees of the organization and allows the use of any methods and methods that have a positive effect on work efficiency;

Secondly, there is no organization without employees, and without qualified personnel, the organization cannot achieve its goals. Therefore, without effective management of employees, it is impossible to direct them to their activities;

Thirdly, in modern management, the "whip" management system is not evaluated effectively in influencing employees. Because this method does not allow keeping modern and talented personnel in the organization for a long time. Such a method causes unemployment in the organization and reduces work efficiency;

Fourth, personnel management is organized on the basis of achieving efficiency and justice. If one of these two is not present, this process cannot be carried out successfully. On the basis of personnel management, it is necessary to unite all personnel in the enterprise based on their social and gender positions and to try to increase labor efficiency in the enterprise. This allows each employee to contribute not only as an employee of the organization, but also as a person with his sincere work. It ensures the stability of the organization as a mechanism for achieving efficiency with fair work organization (Abduvakhidovna, 2022a).

## Result and Discussion

In world practice, there are mainly two American and Japanese approaches to the formation of personnel management systems. Both approaches are aimed at the activation

of human resources, continuous technological improvement, a large number of goods and services, and transfer to a low level of production management. Also, these approaches are directed to the development and implementation of long-term strategic plans for the development of the organization. Also employees in the USA manage system American approach to formation individuality principle is based on American corporations employees in choosing bright , charismatic , given tasks in solving and ideas work on the way out active and creative , to himself special approach able , expected to the results reach will receive individuals preferred they see in Japan while management decisions acceptance to do regarding practice many foreign managers surprises . Decision acceptance to do collective in order done increased , general decision consensus through solution will be done . They are offer done the decision organization inside common agreement there is until it doesn't discussion unanimously think , done stop from the bride after acceptance they do In Japan, " Ringi " ( Ringi System), "NENKO" and " Urmbod". employment » systems wide spread in Japan wide spread out this systems team spirit and human relationship superior that invisible is enough Japan management system to the world famous did main of the factors one people with work qualification is high(Abdullajanovich, 2022) .

Current at the time in Uzbekistan developed countries from experience use based on employees manage system optimization for all conditions there is . With that together , of the country everyone enterprises too to the experience appeal without doing , habit according to , old administrative command in the economy worker strength manage to the concept special was , worn out gone , employees manage methods are using This account received without Uzbekistan enterprises economy high level developed countries collected , employees manage system in the field known international experiences comparative and critical learn from him management in practice efficient their uses necessary Employees of management modern forms and methods learning and from him in practice use national to businesses high economic to the results reach opportunity will give . Employees manage efficiency provide and to justice reach based on organize to be done it is necessary If their of the two one there is if not , this the process successful done by increasing it won't happen(Abdullajanovich, 2022).

## Conclusion

Employees manage through in the organization each one of the employee position, social come output and gender strictly look organization common purpose on the way combine only through work productivity to increase reach. As a result each one in the employee not only of the organization member of as perhaps a person also as own at will

according to done increased work with own share to add opportunity appear. That's fair work organize to do with to efficiency reach mechanism as of the organization stability is provided. Organization stability with depends was and to him directly effect doer internal processes while always priority occupation is enough.

Summary as to say possibly employees manage system efficiency increase their work to practice app reach the following offer and recommendations work exit enable gave : employees to choose , to place to put and high to positions in lifting their professional qualification degree , work attitude , moral qualities , activity to the results each bilaterally and objective price to give necessary.

### References

- Abdullajanovich, U. T. (2022). THE ROLE OF INDUSTRIAL ENTERPRISES IN THE DEVELOPMENT OF THE NATIONAL ECONOMY. Conference Zone. <https://conferencezone.org/index.php/cz/article/download/407/394>
- Abduvakhidovna, Y. N. (2022a). Classification of innovative strategies of industrial enterprises. International Journal of Social Science & .... <http://www.gejournal.net/index.php/IJSSIR/article/view/699>
- Abduvakhidovna, Y. N. (2022b). Directions for the Effective Use of Innovative Strategies in the Management of Industrial Enterprises. Open Access Repository. <https://oarepo.org/index.php/oa/article/view/471>
- Abduvakhidovna, Y. N. (2023). Factors influencing the implementation of the innovation strategy at industrial enterprises. World Bulletin of Management and Law. <https://www.scholarexpress.net/index.php/wbml/article/view/2096>
- Axmadjonovich, Q. S. (2023). EFFECTIVE ORGANIZATION OF INVESTMENT PROJECTS IN INDUSTRIAL ENTERPRISES. ... JOURNAL OF RESEARCH IN COMMERCE, IT .... <http://gejournal.net/index.php/IJRCIESS/article/view/1821>
- Bulturbayevich, M. B., & Abduvafoyevena, M. M. (2022). Development of methodology for managing the activities of vertically integrated industrial enterprises. ... JOURNAL OF RESEARCH .... <http://gejournal.net/index.php/IJRCIESS/article/view/616>
- Illiashenko, S., Shypulina, Y., Illiashenko, N., & ... (2020). Knowledge management at Ukrainian industrial enterprises in the context of innovative development. ... in Production and .... <https://doi.org/10.2478/emj-2020-0018>
- Karpenko, L., Zalizko, V., Vdovenko, N., & ... (2019). Entrepreneurship as a basis for promotion of the strategy of development of polish industrial enterprises. Journal of .... <https://nubip.edu.ua/sites/default/files/u295/entrepreneurship-as-a-basis-for-promotion-1528-2651-22-3-386.pdf>



- Kwilinski, A., & Kuzior, A. (2020). Cognitive technologies in the management and formation of directions of the priority development of industrial enterprises. *Management Systems in Production* .... <https://doi.org/10.2478/mspe-2020-0020>
- Li, X., Du, J., & Long, H. (2019). Green development behavior and performance of industrial enterprises based on grounded theory study: evidence from China. *Sustainability*. <https://www.mdpi.com/2071-1050/11/15/4133>
- Li, X., Du, J., & Long, H. (2020). Understanding the green development behavior and performance of industrial enterprises (GDBP-IE): scale development and validation. *International Journal of Environmental Research and* .... <https://www.mdpi.com/1660-4601/17/5/1716>
- Liczmańska-Kopcewicz, K., Pypłacz, P., & Wiśniewska, A. (2020). Resonance of investments in renewable energy sources in industrial enterprises in the food industry. *Energies*. <https://www.mdpi.com/1996-1073/13/17/4285>
- Misztal, A., & Kowalska, M. (2020). Determinants of sustainable development of industrial enterprises in Poland in the period from 2010 to 2019—a statistical evaluation. *Prace Naukowe Uniwersytetu* .... <https://cejsh.icm.edu.pl/cejsh/element/bwmeta1.element.desklight-ee7a831a-4bc4-4413-831b-ef12714548a4>
- Shepel, V. N., Speshilova, N. V., & ... (2019). Technology Of Management Decision-Making At Industrial Enterprises In The Digital Economy. ... *Proceedings of Social* .... <https://doi.org/10.15405/epsbs.2019.03.155>
- Skrynkovskyy, R., Sopilnyk, L., Heorhiadi, N., & ... (2019). Improvement of the model of the innovative development of the production system of industrial enterprises. ... *Аудит и Резервы* .... <https://cyberleninka.ru/article/n/improvement-of-the-model-of-the-innovative-development-of-the-production-system-of-industrial-enterprises>
- Sobirovna, D. K., & O'rinboyevich, A. A. (2019). Directions for increasing product competitiveness in industrial enterprises. *Asian Journal of* .... <https://www.indianjournals.com/ijor.aspx?target=ijor:ajmr&volume=8&issue=7&article=003>
- Sozinova, A. A., Burtseva, T. A., Fokina, O. V., & ... (2019). The concept of industrial enterprises' economic development amid the global financial and economic crisis. *The Future of the Global* .... [https://doi.org/10.1007/978-3-030-00102-5\\_114](https://doi.org/10.1007/978-3-030-00102-5_114)
- Teplická, K., & Hurná, S. (2021). New approach of costs of quality according their trend of during long period in industrial enterprises in SMEs. *Management Systems in Production* .... <https://doi.org/10.2478/mspe-2021-0003>
- Tkachenko, V., Kwilinski, A., Tkachenko, I., & ... (2019). Theoretical and methodical approaches to the definition of marketing risks management concept at industrial enterprises. ... and Management of .... <https://er.knutd.edu.ua/handle/123456789/15533>
- Tolstykh, T. O., Shkarupeta, E. V., Malkova, T. B., & ... (2020). Algorithm for assessing the efficiency of innovational technologies of industrial enterprises. *Growth Poles of the* .... [https://doi.org/10.1007/978-3-030-15160-7\\_47](https://doi.org/10.1007/978-3-030-15160-7_47)

- Trachuk, A. V, & Linder, N. V. (2019). Innovative activity of industrial enterprises: measurement and effectiveness evaluation. Strategic Decisions and Risk Management. [https://www.jsdrm.ru/jour/article/view/834?locale=en\\_US](https://www.jsdrm.ru/jour/article/view/834?locale=en_US)
- Urakova, M. (2021). Increase The Economic Efficiency Of Industrial Enterprises. Центр Научных Публикаций (Buxdu. Uz). [http://journal.buxdu.uz/index.php/journals\\_buxdu/article/download/3531/2229](http://journal.buxdu.uz/index.php/journals_buxdu/article/download/3531/2229)
- Vedernikov, M., Zelena, M., Volianska-Savchuk, L., & ... (2020). Management of the social package structure at industrial enterprises on the basis of cluster analysis. TEM Journal. <https://www.ceeol.com/search/article-detail?id=838449>
- Yepifanova, I. Y., & Dzhezdzhula, V. V. (2021). Modelling of potential level of industrial enterprises. ir.lib.vntu.edu.ua. <http://ir.lib.vntu.edu.ua/handle/123456789/32176>
- Mukhitdinova, K. A. (2023). Directions for increasing investment efficiency of industrial enterprises. Business-Expert, (7), 11-14.
- Mukhitdinova, K. A. (2022). Use of communication networks in the optimization of investment project work. TRANS Asian Journal of Marketing & Management Research, 11(5-6), 49-52. <https://doi.org/10.5281/zenodo.1439577>