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Ways of Increasing the Innovation Capacity of Enterprises

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Abstract: The organization of innovative activity in Uzbekistan historically has a number of specific features for objective and subjective reasons. This, in turn, determines the characteristics of organizational forms of innovation processes.

Introduction. The organization of innovative activity in Uzbekistan historically has a number of specific features for objective and subjective reasons. This, in turn, determines the characteristics of organizational forms of innovation processes.

Methods and Analysis. The world experience of organizing innovative activity shows a very wide range of different forms of its implementation.

Small innovative (or enterprise) Firms include the following types of organizational structures:

- firms created by inventors with their own funds and loans from "venture" capital for industrial development and commercialization of innovations;
- "spin-off" firms created by separating a scientific and technical team from an industrial firm.

The main factors determining the important role of small innovative organizations in the field of innovation include:

- mobility and flexibility of transition to innovations, high sensitivity to fundamental innovations;
- the nature of the motivation, for non-economic and commercial reasons, because only the successful implementation of such a project will allow its author to position himself as an entrepreneur;
- development of a small range of narrowly specialized;
- scientific research or technical ideas;
- low load (small management staff);
- willingness to take risks.

Engineering companies specializing in the creation of industrial facilities; in the design, production and use of equipment; in the organization of production processes, taking into account their functional purpose, safety and efficiency. They are the link between research and development, on the one hand, and innovation and production, on the other. Engineering activities are related to the creation of industrial property objects; with activities related to the design, production and use of machines, equipment; organization of production processes, taking into account their functional purpose, safety and efficiency.

Implementation organizations are specialized in promoting innovation process development and, as a rule, introducing technologies that are not used by patent owners, advancing licenses to promising inventions developed by individual inventors; on fine-tuning inventions to the industrial stage; in the production of small experimental batches of industrial property objects with the subsequent sale of a license.

Technoparks (science parks) are organizational-territorial associations of large educational and scientific centers, which are organized on the basis of a large university and include scientific and small production firms whose activities are aimed at introducing innovations. The advantages of such organizational structures for an innovative company are free or preferential use of information and material-technical resources (libraries, computers, databases, scientific equipment, buildings), qualified employees of an educational institution (teachers, researchers, engineers, graduate students and students) for research and development. For an educational institution, this is an opportunity to use scientific results in the educational process.

Technopolises are large production structures for complex development of certain scientific and technical fields. Bright examples of this are Silicon Valley (USA) - the center of development of the electronics industry or Zelenograd (Moscow region) - the local center of the electronic industry.

Discussion. Innovative activity - activity aimed at the search and implementation of innovations in order to expand the range of products and increase their quality, improve technology and organize production. Innovative activities include: Identification of enterprise problems; Implementation of the innovation process; Organization of innovative activities. The main condition of the innovative activity of the enterprise is that everything that exists becomes old. Therefore, it is necessary to systematically throw out everything that is outdated, outdated, which is a brake on the path of progress, as well as take into account mistakes, failures and miscalculations. To do this, enterprises must periodically analyze the certification of products, technologies and jobs, market and distribution channels. In other words, all aspects of the enterprise's activity should be taken as a special x-ray.

This is not only a diagnosis of the production and economic activity of the enterprise, its products, markets, etc. Based on this, managers should first think about how to make their products (services) obsolete themselves and not wait for competitors to do it. This, in turn, encourages enterprises to innovate. Practice shows that nothing will make a leader pay attention to an innovative idea until he realizes that the product being produced will become obsolete in the near future. The main organizational principle of innovation is to create a team of the best workers who are currently out of work. Experience shows that all attempts to turn an existing unit into a carrier of an innovative project will end in failure. Moreover, this conclusion applies to both large and small businesses. The fact is that keeping the production running is a big task for the people already involved in it. Therefore, they hardly have time to create a new one. The existing divisions, regardless of the field of activity, are mainly capable of expanding and modernizing production.

It is not necessary to carry out entrepreneurial and innovative activities on a permanent basis, especially in small enterprises, such conditions are often impossible. However, it is necessary to appoint an employee who is personally responsible for the success of the innovation. He should be responsible for timely identification and replacement of obsolete products, equipment, technologies, comprehensive

analysis of production and business activities (x-ray of business), development of innovative measures. The person responsible for innovation should be a person with sufficient authority in the enterprise. It is necessary to protect the innovative unit from unbearable loads. Investments in the development of innovations should not be included in the regular analysis of the profitability of investments until new products (services) appear on the market. Otherwise, the business will fail. Innovative activities can be carried out within enterprises by specially created divisions (called internal enterprises) and by independent venture (risk) firms.

The specified characteristics of innovative enterprises are the main employees of the organization innovative potential and their innovative activities were sufficiently high can only be manifested. Many scientists say that the enterprise management of the innovative potential of key employees is targeted, continuous, dynamic, continuously and consciously the level of innovation of all key participants carrying out various procedures, activities and operations aimed at change performed by all participants of the system.

According to K.A. Legafikri, the level of innovation is determined by the innovative enthusiasm of employees, readiness and ability to quickly absorb and implement scientific and technological achievements the ability to increase, to predict new directions of science and technology development and flexible response to changes in the external environment, scientific staff characterized by readiness to effectively master developments.

The basis for innovative activity is the implementation of internal motives and individual potential readiness to increase. According to I. V. Pakhno, the person is at the elementary level readiness for innovative potential to implement successful actions spiritual, which adapts, adapts, actualizes the abilities of the individual can be considered as a condition. The ready-made state structure consists of a number of components:

- a) cognitive (understanding of professional tasks, assessment of their importance, working environment it is necessary to imagine possible changes);
- b) emotional (having a sense of professional honor and responsibility, confidence in success and inspiration able to generate);
- c) motivational (the need to successfully complete the first work tasks, to solve them interest in the process, success and showing oneself from the best side desire);
- d) willful (to attract strength, overcome doubts).

According to the researches of I.V. Pakhnon, innovative actions lead to the emergence of innovative behaviors, which later become an innovative way of life.

Within this concept, consider the conditions that help support the innovative activities of key employees and make it a continuous process. Thus, the innovative behavior of the main employees of the enterprise and stimulating innovative activities in the period when innovative behavior has just begun is prevailing, at the same time, the development of innovative thinking and innovative living. External stimuli that activate internal processes are important at the stage of forming a style becomes important. In the process of self-development and self-improvement of employees oriented to the actions of the employee and increasing his powers, knowledge deepening, expanding the professional community, taking on new roles internal resources (knowledge, abilities, ambitions, values) are activated. It enhances thinking and at the same time it is a gradual enterprise at a new level of awareness becomes an innovative way of life for the employee.

Conclusion. In conclusion, it can be noted that the innovative activity of the employees of the enterprise can be presented as an integral part of innovative activities. This is the enterprise shows that he is ready

to show himself in the innovative field, however all of the above to ensure high innovative activity of employees organizational conditions are necessary. Thus, the innovative activity of key employees to increase their ability and willingness to accept innovations, innovations willingness to change and implement, to mobilize their resources, them developing qualities such as readiness to innovate and self-realization need. At the same time, the innovative activities of key employees are the same as the company itself formation of the innovative potential of one key employee and its effective use determines ability and readiness.

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