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Factors of Implementation of Incentives in Ensuring the Efficiency of Innovative Activity

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***Abstract:** This article examines the issues of state support for the innovative activities of textile industry enterprises, and mainly considers the main aspects of the development of the industry, supporting modernization and reconstruction projects in the future.*

***Key words:** Textile industry, innovative activity, modernization, project, science and technology, innovative development strategy, road map, democratic state, spiritual and enlightened society, progressive development, fuel and energy resources, "Nil granite", "Mini Max Lux", "UPM textile", "Khojaabad space", "Namuna", "Shofirkon equatorial", "Sharofat invest".*

In the current economic conditions, it is necessary to increase the rate of economic growth of the regions by using intensive factors including innovative processes and ensuring the growth of internal competitiveness. Companies must develop strategies based on clear approaches and principles.

This, in turn, acknowledges the need to improve the management system related to determining the level of stimulation of innovations created by employees of innovative enterprises in modern conditions and developing a system of their stimulation.

Motivation is a set of factors that motivates the activity of a person or an enterprise and determines the direction of its activity. The approaches of many scientists to the study of these problems determine the results of innovative motivation, which summarize the description and classification of the forms and methods of motivating employees in relation to innovation on key issues such as management, economic, social and psychological.

It is known that internal innovative activity is motivated by motives, reasons, factors, needs and interests of a person or an enterprise. External innovative activity is motivated by motivational factors, as well as the result of the action of situational factors. In addition, there are definitions such as the motivation for activity related to the satisfaction of the subject's needs in relation to the activity, the object-oriented activity of a certain force, the perceived reason underlying the choice of actions and

behaviors. The definition of the concept of motive is the internal desire of a person to satisfy his needs, and the motivating factor is understood as the possibility of having the means to satisfy his needs in exchange for certain actions.

Motive and stimulus are often viewed as synonyms. However, a motive is an internal driving force, a desire, and a stimulus is an external enthusiasm with a specific purpose. Therefore, need is a conscious and unconscious need, and a person feels a need for them depending on the need for the life activity of his organism and the development of his personality. In general, needs and interests can be changed and formed at different levels according to the purpose. However, it is necessary to distinguish between elastic and inelastic needs and interests.

One of the main issues is the motivating factor, which is motivation, the effect of which depends on the psyche of a person, his views, feelings, mood, and interests. It is also necessary to take into account situational factors that can influence the behavior of a person or an enterprise.

Various events and situations, for example, from the point of view of personnel management - this is the complexity of the task, the pressure of the leader, the demands, the importance of the situation, and from the point of view of marketing - the random interactions between the consumer and the product and are foreseeable situations that encourage the initiation or expansion of consumption volumes. The rational type of motivation of innovative activity is based on indicators of economic efficiency of activity.

The positive state of innovative motivation is the employees' understanding of the goals of their work, their rights and obligations, the level of culture and knowledge, personal qualities, current and prospective goals, working conditions, conditions and conditions in enterprises, etc., as well as objective scientific- technical, economic and organizational conditions and factors should be provided.

Stimulating labor - enthusiastic labor activity that allows to achieve specific, pre-determined results, implies the satisfaction of important social needs of personnel.

The system of interest in work and incentives should be based on a certain basis - the normative level of labor activity. Attracting employees to labor relations involves the performance of certain tasks at the expense of a predetermined salary. There is no need for encouragement in this relationship

These relationships will be monitored, and sanctions will be triggered when these requirements are not met. These forfeiture penalties are grounds for partial payment of the agreed wages or termination of employment, and the distinction between activities is highly contingent and variable. In particular, the personnel who are interested in the work are disciplined, conscientiously fulfill the requirements, and consider them as their moral standards. To do this, you need to make employees genuinely interested in their work. Motive (motive) - moti is a French term derived from the Latin word moveo - to move. These are the internal and external driving forces that motivate a person to certain activities. Curiosity determines what and how to do to satisfy human needs.

Motivation is the creation of a desire to act in accordance with the tasks assigned to the employees of the enterprise in accordance with the general plan in order to achieve the goals of the organization.

Forms of personnel promotion:

1. Material and non-material incentives. Good moral environment in the team, career, good conditions, payment of labor vouchers, social leave.

2. Positive and negative incentives. A negative thing encourages an employee to avoid failure. Positive motivation directs a person to use his potential, knowledge and opportunities to the fullest, to achieve great results.
3. Corporate motivation is a system of declared values, norms, rules, behavior patterns of the organization's employees purposefully formed by the management team, an ideal dream image, how the management team wants to see their organization.
4. Individual motivation is an individual approach to each employee.

In our opinion, the personnel incentive system is a set of measures aimed at the internal values and needs of employees, which encourages not only general work, but also, first of all, diligence, initiative and desire to work. It also makes it possible to achieve the goals set in one's activity, to raise one's own professional level and to increase the overall efficiency of the enterprise.

Labor incentives are effective if governments can achieve and maintain a level of productivity that pays for them. The purpose of the promotion is not to encourage a person to work, but to encourage him to work more efficiently than defined in the labor relations.

Labor promotion is a complex process. There are certain requirements for organizing this work

Incentive measures should be tailored to the needs of specific individuals. You can change the interest of employees by using the appropriate incentive method. For managers, this means that incentives should be tailored to the individual needs of employees rather than being universal.

Work motivation is a strong work activity that allows to achieve predetermined results, satisfies the important social needs of employees, and ensures the formation of interest (motivation) in work. The system of interest in work and incentives should be based on a certain basis - the standard level of labor activity. Attracting employees to labor relations implies the performance of certain tasks at the expense of a certain salary, predetermined by them. There is no need for encouragement in this relationship.

Labor incentives are effective only if management bodies can achieve and maintain the level of work they are paying for.

The purpose of promotion is not to motivate a person to work, but to encourage him to work more efficiently than defined in labor relations. In these periods, the attitude towards work as a value begins to form, the work qualities of a person - diligence, responsibility, discipline, initiative and other qualities, work skills are formed.

Proper organization of work occupies a special place among the factors affecting labor motivation in textile industry enterprises.

The analysis of Figure 1.5 shows that the main organizational innovation issues in textile enterprises include psychophysiological issues related to maintaining people's health and work ability, as well as aesthetic issues related to increasing the interest of work.

Organizational innovations, in turn, rationalize the division of labor, increase the qualification of personnel, use advanced work methods, improve the standardization of labor, improve the organization of payment for labor, improve working conditions, strengthen labor discipline, new techniques and advances We believe that it is appropriate to implement it in the main areas such as the application of technology, improvement of technical preparation of production, rationalization of the organization of

the main production process, rationalization of the organization of auxiliary production, improvement of production management.

Depending on the level of complexity and importance of product, process, marketing and organizational innovations in textile enterprises, a one-time incentive for an employee or a group of employees involved in the introduction of the relevant innovation, as well as a financial incentive proportional to the financial result that the innovation brings. If a regular payment is introduced from the fund, the effectiveness of organizational innovations will increase.

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