



# KORXONALAR RAQOBATBARDOSHLIGINI OSHIRISHNING USTUVOR YO'NALISHLARI

xalqaro ilmiy-amaliy anjumani

# **MATERIALLARI**



2024 yil 15-iyun

## OʻZBEKISTON RESPUBLIKASI OLIY TA'LIM, FAN VA INNOVATSIYALAR VAZIRLIGI

#### BUXORO DAVLAT UNIVERSITETI

## "KORXONALAR RAQOBATBARDOSHLIGINI OSHIRISHNING USTUVOR YO'NALISHLARI"

xalqaro ilmiy-amaliy anjumani materiallari toʻplami 2024 yil 15-iyun

# MINISTRY OF HIGHER EDUCATION, SCIENCE AND INNOVATION OF THE REPUBLIC OF UZBEKISTAN BUKHARA STATE UNIVERSITY

an international scientific-practical conference collection of abstracts "PRIORITY DIRECTIONS FOR INCREASING THE COMPETITIVENESS OF ENTERPRISES" on June 15, 2024.

#### МИНИСТЕРСТВО ВЫСШЕГО ОБРАЗОВАНИЯ, НАУКИ И ИННОВАЦИЙ РЕСПУБЛИКИ УЗБЕКИСТАН

БУХАРСКИЙ ГОСУДАРСТВЕННЫЙ УНИВЕРСИТЕТ

сборник тезисов

международная научно-практическая конференция «ПРИОРИТЕТНЫЕ НАПРАВЛЕНИЯ ПОВЫШЕНИЯ КОНКУРЕНТОСПОСОБНОСТИ ПРЕДПРИЯТИЙ» 15 июнь 2024 года

"Durdona" nashriyoti Buxoro – 2024 "Korxonalar raqobatbardoshligini oshirishning ustuvor yoʻnalishlari" [Matn] / - Buxoro: OOO "Sadriddin Salim Buxoriy" Durdona nashriyoti, 2024. — 390 b.

#### Dasturiy qo'mita

O.X. Xamidov – Universitet rektori, rais;

T.H.Rasulov – Ilmiy ishlar va innovatsiyalar boʻyicha prorektor, rais muovini;

D.Sh. Yavmutov – Iqtisodiyot va turizm fakulteti dekani, dotsent, a`zo;

IT va IFRD boshligʻi, a'zo; F.N. Nurulloyev Marketing va menejment kafedrasi mudiri, a'zo; J.R. Toxirov Marketing va menejment kafedrasi professori, a'zo; B.N.Navruz-Zoda Marketing va menejment kafedrasi dotsenti, a`zo; B.I. Adizov Marketing va menejment kafedrasi professori, a'zo; S.U. Tadjiyeva N.M. Zayavitdinova Marketing va menejment kafedrasi dotsenti, a`zo; B.B. Adizov Marketing va menejment kafedrasi dotsenti, a'zo; Marketing va menejment kafedrasi o`qituvchisi, a`zo; S.K. Hakimov

#### Tashkiliy qo'mita

T.H.Rasulov
 D.Sh.Yavmutov
 Ilmiy ishlar va innovatsiyalar boʻyicha prorektor, rais;
 Iqtisodiyot va turizm fakulteti dekani, dotsent, rais muovini;

Oʻ.U.Rashidov – Moliya va iqtisodiyot ishlari boʻyicha prorektor, a'zo;

A.T. Joʻrayev — Xalqaro hamkorlik boʻyicha prorektor, a'zo;

J.R. Toxirov — Marketing va menejment kafedrasi mudiri, a'zo;

L.B.Navruz-Zoda — Marketing va menejment kafedrasi dotsenti, a'zo;

Z.T. Jurayeva — Marketing va menejment kafedrasi dotsenti, a'zo;

O.K. Xurramov — Marketing va menejment kafedrasi dotsenti, a'zo;

M.Sh. Boltayeva – Marketing va menejment kafedrasi katta oʻqituvchisi, a'zo;

M.X. Ashurova – Marketing va menejment kafedrasi dotsenti, a`zo;

D.X. Xodjayeva – Marketing va menejment kafedrasi katta oʻqituvchisi, a'zo; N.Dj. Salixov – Marketing va menejment kafedrasi katta oʻqituvchisi, a'zo;

M.A. Rajabova – Marketing va menejment kafedrasi oʻqituvchisi, a`zo;
 H.H. Ziyavitdinov – Marketing va menejment kafedrasi oʻqituvchisi, a`zo;
 K.F. Abdullayev – Marketing va menejment kafedrasi oʻqituvchisi, a`zo;
 Z.Sh. Barnayev – Marketing va menejment kafedrasi oʻqituvchisi, a`zo;
 R.E. Hamidov – Marketing va menejment kafedrasi oʻqituvchisi, a`zo;
 D.N. Soliyev – Marketing va menejment kafedrasi oʻqituvchisi, a`zo.

Mazkur toʻplamga kiritilgan maqolalar va ma'ruza tezislarining mazmuni, undagi statistik ma'lumotlar, sanalarning toʻgʻriligiga hamda tanqidiy fikr-mulohazalarga mualliflarning shaxsan oʻzlari mas'uldirlar.

yaxshilash, natijada yangi turistlar va xalqaro mijozlar soni ortadi, natijada korxona raqobatbardoshligi oshadi.

7. Zamonaviy axborot texnologiyalardan foydalanish - bajariladigan tavsiyalar: Turistik korxonalarning operatsion jarayonlarini soda va samarali qilish uchun zamonaviy axborot texnologiyalaridan yuqori darajada foydalanish, mijozlaer bilan tezkor aloqalarni avtomatlashtirish, mijozlarning buyurtmalari va bronirovkalarini avtomatlashtirish, xizmatlarni masofadan turib avtomatik ravishda tashkil etish va boshqarish, mijozlarga maxsus takliflar va chegirmalarni taqdim etish va tashkil etish.

Oʻzbekistonda infratuzilmaning rivojlanish darajasi chet ellik turistlarning ehtiyojlarini toʻliq qondira olmayapti. Albatta milliy turizmni rivojlantirish uchun uni tartibga solish boshqarishning bozor mexanizmini yaxshilash kerak. Hozirda turizm bozori mexanizmi muayyan kamchiliklarga ega boʻlib, bu kamchiliklarni bartaraf etish uchun davlat tomonidan turizm sohasini tartibga solib borilishi zarur. Xulosa qilib aytadigan bo'lsak, O'zbekiston Respublikasida turizm sohasini xalqaro talablarga mos ravishda rivojlantirishda xususiy turistik korxonalarning faoliyat doirasini yanada kengaytirish va ularning samaradorligini oshirish borasida bir qator siljishlarga erishilmoqda. Oʻzbekistonda milliy turizmni rivojlantirish yoʻllari mavjud. Har bir mintaqa oʻziga xos xususiyatlariga koʻra turistlarni jalb qila oladi. Davlatimizda turistik yarmarkalarni boʻlib oʻtishi ham shundan dalolat beradi. Ayniqsa Toshkent, Samarqand, Xiva, Buxoro, Farg'ona vodiysi va boshqa regionlar o'z turistik mahsuloti bilan ajralib turadi. Milliy turizm o'zi bilan bog'liq sohalarni ham ijobiy tomonga rivojlanishiga olib keladi. Bunday rivojlanish kelajakda nafaqat davlat mavqeini, balki turistik bozorda davlatning o'z o'rnini topishiga va iqtisodiyotimizga katta turtki bo'la olishi gʻoyasini oʻz ichiga olgan. Umuman olganda, milliy turizm kelajakda mamlakatimizning eng yuqori daromadli tarmoqlaridan biriga aylanadi. Buning uchun mamlakatimizda barcha imkoniyatlar, siyosiy tinchlik va eng asosiysi, xalqimizning insonparvarligi va mehmondo'stligi nihoyatda muhim omil boʻlib xizmat qiladi.

#### Foydalanilgan adabiyotlar ro'xati

- 1. A.H.Koʻchimov. N.A.Abduraimov. Turizmning iqtisodiyotga ta'siri va ahamiyati. Central Asian journal of education and innovation. Volume 2, Issue 2, February 2023.
- 2. Shukurov I.A. Oydinova F. TFT-322 guruh talabasi. O'zbekiston respublikasida 2022-yilda hududlar bo'yicha aholi jon boshiga to'g'ri keladigan xizmatlar hajmi va umumiy ko'rsatilgan xizmatlar hajmi orasidagi juft korrelyatsion-regression tahlilni amalga oshirish. Academic Research in Educational Sciences (ARES). Volume 4 Issue 5. 2023 May.
- 3. Shukurov I.A. Jabborova N. TFT-322 guruh talabasi. Turistik firmalar faoliyatining ekonometrik tahlili. Academic Research in Educational Sciences (ARES). Volume 4 Issue 4. 2023 Aprel.

## COMPETITIVE DIRECTIONS OF TOURIST ENTERPRISES IN IMPROVING THE QUALITY OF TRANSPORTATION SERVICES

#### **Farmanov Erkin Alimovich**

Researcher at Bukhara State University, Bukhara, Uzbekistan Researcher (exchange PhD student) at University of Zilina, Žilina, Slovakia Doctoral school of Hungarian university of Agriculture and Life Science, Gödöllő, Hungary

Since ancient times, Uzbekistan has been famous as a country located on the Great Silk Road connecting the West and the East. Now, this ancient road is newly polished and connects countries to countries. Currently, the modernization and renewal of our country, the formation of a qualitatively new, modern structural structure of our economy, the comprehensive development of our regions are inextricably linked with the improvement of the transport and communication system.

From the first years of independence, the improvement of the transport and communication system of Uzbekistan was required to solve the problems left over from the old authoritarian system. These problems include ending the passage of railways in almost all regions of our republic through the territory of the neighboring country, as well as the construction of highways in the republic that meet the demands of the new world for visiting foreign and domestic tourists, as well as reconstruction of existing ones, aviation infrastructure consisted of improvement.

In order to solve the above-mentioned problems, the strategic directions of the reform of the transport system in tourism were determined and the work of creating a quality transport service system in the republic was started. The foundation was laid for the development of all sectors of the industry - railway, automobile, air transport. Urgent tasks in terms of competitiveness of tourist enterprises in improving the quality of transport services in Uzbekistan were determined.

Also, a number of presidential decrees and decisions were issued within the framework of the government, in particular, the President of the Republic of Uzbekistan No. PF-5611 dated January 5, 2019: in the state program of the Republic of Uzbekistan, which is presented in the concept "Development of the tourism industry in the Republic of Uzbekistan in 2019-2025" diverse and attractive and competitive tourist products in different seasons of the year, including through the creation of thematic tourist zones and clusters in the regions of the country, as well as promising types of tourism (pilgrimage, educational, ecological, ethnographic, gastronomic, sports, healinghealth, rural, industry, business, etc.), development of new tourism programs, and PF-158 Decree of September 11, 2023 on the "Uzbekistan - 2030" strategy, including the "Digital Uzbekistan - 2030" strategy, these issues are "for 2022-2026 "Development strategy of the new Uzbekistan" and in the resolutions PQ-59 of February 16, 2023 "On measures to reform the public transport system" deepening integration into transport and logistics networks and increasing the potential of the national transport system, development of transport services in medium-sized and large cities and districts with a population of more than 300,000, introduction of information systems and software products in the automation of management, production and logistics processes in enterprises of the real economy sector in the field of transport, by June 1, 2024 in cities the introduction of a new network of bus routes, the gradual introduction of an automated payment system and an automated dispatch service, as well as implementing the mechanisms of using software modeling systems for the comprehensive development of the transport system. [1:2:3]

Improving the quality of transportation services is crucial for tourist enterprises seeking to enhance their competitiveness and attract more travelers. As the tourism industry becomes increasingly dynamic and customer expectations rise, it is essential for these enterprises to adopt innovative strategies and technologies. This involves focusing on several key areas such as leveraging advanced technology, providing exceptional customer service, maintaining a high-quality fleet, and creating seamless travel experiences. By addressing these competitive directions, tourist enterprises can offer superior service, ensure customer satisfaction, and establish a strong presence in the market.

At the end of the 20th century and the beginning of the 21st century, the transport services market became the third sector of the economy as an independent sector of the world services market. While the share of the world services market in GDP in developed countries is 60-80 percent, in our country this indicator is 30-40 percent, which shows a very low result compared to developed countries. However, in the "Uzbekistan - 2030" strategy, the rapid development of the services market, new services and Internet trade, transport, financial, communication and information, education and other services are considered as the main factors of expansion.

Svitlana Tymchuk, L. Neshchadym, D. Prebežac, C. Gimeno, N. from foreign scientists who comprehensively studied the concepts of services, competitiveness, transport service and the quality of transport services in improving the quality of transport services. Vila, Ekkapong Cheunkamon, Sajjakaj Jomnonkwao, V. Ratanavaraha and others have contributed significantly to the coverage of this topic.

The competitive landscape of tourist enterprises in improving transportation services is influenced by various factors. [4] emphasizes the importance of quality management and international standards in the tourism industry, particularly in the face of external challenges such as military aggression and pandemics. [5] highlights the role of air transport services in enhancing the overall quality of tourism offerings, with a focus on meeting passenger requirements. Gimeno (2007) underscores the need for differentiation and innovation in public transport services, particularly in tourism-receiving areas. Cheunkamon (2021) explores the impact of service quality in tourism logistics and supply chains on tourist loyalty, emphasizing the role of commitment, satisfaction, and trust. These studies collectively underscore the significance of quality management, meeting customer needs, and fostering loyalty in the competitive landscape of tourist transportation services.

Services are a fundamental part of our daily lives and underpin countless aspects of society and the economy. Services are necessary to meet the needs of society, solve problems and improve the quality of life, and include a wide range of activities from health care to education, banking, information and communication and transport. They are provided by individuals, legal entities and institutions, and offer a variety of services, such as medical advice, financial transactions or travel experiences.

Today, there are many classifications of services by international organizations, national institutions and foreign scientists. Of these, while the World Trade Organization envisages the division of all types of services into 12 sectors, based on the International Standard Industrial Classification of Economic Activities (ISIC) and the Statistical Classification of Economic Activities of the European Union (KDES/NACE), 160 services are divided into 12 major sectors. divided into groups. Similarly, the Uruguay Round develops a service classification scheme and includes 150 types of services in 12 main groups. Transportation services are one of the major industry sectors that are included in the 12 main groups listed above.

Based on the opinions of foreign scientists, several strategic directions for improving the quality of transport services for tourism enterprises aimed at increasing the level of competitiveness are presented above [8].

## Strategic directions for improving the quality of transport services to increase the level of competitiveness of tourist enterprises

Leveraging Technology	Enhancing Customer Service	Improving Fleet Quality	Developing Integrated Transport Solutions	Personalizing Services
Ensuring Safety and Reliability	Sustainability Practices	Partnerships and Collaborations	Feedback Mechanisms	Marketing and Branding

**Leveraging Technology**: Adopting advanced technologies such as GPS tracking, real-time service updates, and mobile applications can improve service efficiency and customer satisfaction. Providing tourists with real-time information on vehicle locations, estimated arrival times, and service disruptions can greatly enhance the travel experience.

**Enhancing Customer Service**: Training staff to provide excellent customer service and ensuring a customer-centric approach can significantly improve service quality. Offering multilingual support, easily accessible help centers, and responsive customer service can make a significant difference for international tourists.

**Improving Fleet Quality**: Investing in modern, comfortable, and environmentally friendly vehicles can attract more tourists. Ensuring regular maintenance and cleanliness of the fleet is essential for providing a pleasant travel experience.

**Developing Integrated Transport Solutions**: Creating seamless connections between different modes of transport (e.g., buses, trains, ferries) can make travel more convenient. Integrated ticketing systems and coordination between services can reduce travel time and enhance the overall experience.

**Personalizing Services**: Offering personalized services based on customer preferences and travel history can increase satisfaction. This can include tailored tour packages, special offers, and customized itineraries.

**Ensuring Safety and Reliability**: Prioritizing safety through stringent maintenance protocols, regular safety checks, and well-trained drivers can enhance trust and reliability. Reliable schedules and punctuality are crucial for building a reputation for dependability.

**Sustainability Practices**: Implementing sustainable practices, such as using energy-efficient vehicles and reducing emissions, can attract eco-conscious travelers. Promoting these initiatives can also enhance the enterprise's brand image.

**Partnerships and Collaborations**: Forming partnerships with hotels, tourist attractions, and other travel-related services can provide a more comprehensive travel experience. Bundling services and offering package deals can be attractive to tourists.

**Feedback Mechanisms**: Establishing robust feedback mechanisms to gather and analyze customer feedback can help identify areas for improvement. Regularly updating services based on feedback can lead to continuous quality enhancement.

**Marketing and Branding**: Effective marketing strategies that highlight the quality and uniqueness of transportation services can attract more tourists. Building a strong brand through positive customer experiences and word-of-mouth referrals is essential.

By focusing on these competitive directions, tourist enterprises can significantly improve the quality of their transportation services, thereby enhancing their overall appeal and competitiveness in the market.

In conclusion, tourist enterprises can significantly enhance the quality of their transportation services and gain a competitive edge by leveraging technology, enhancing customer service, investing in fleet quality, and developing integrated transport solutions. Personalized services, prioritizing safety and reliability, implementing sustainability practices, forming strategic partnerships, establishing robust feedback mechanisms, and effective marketing are all critical strategies. By focusing on these areas, tourist enterprises can improve the travel experience, attract more customers, and build a strong, reputable brand in the market.

#### List of references

- 1. Fang B., Han X. Relating Transportation to GDP: Concepts, Measures, and Data //Integrated Transport Economy Modelling— Top European and North American Models. 2000. (http://www.e-ajd.net/source-pdf/nouveau/ajd-41-fang-han-4-december-2000.pdf)
- 2. https://ec.europa.eu/jrc/en/research-topic/transport-sector-economic-analysis
- 3. https://www.thebusinessresearchcompany.com/report/transport-services-market
- 4. Tymchuk, S., & Neshchadym, L. (2022). IMPROVING THE ECONOMIC EFFICIENCY OF QUALITY MANAGEMENT SERVICES OF TOURIST SERVICES ENTERPRISES. Market Infrastructure.
- 5. Prebežac, D. (1997). The quality of air transport services in function of improving the total quality of tourism offer. Tourism hospitality management, 3, 381-392.
- 6. Gimeno, C.B., & Vila, N. (2007). Competitive Group Analysis of Public Transport Services. Journal of Travel & Tourism Marketing, 21, 13 29.
- 7. Cheunkamon, E., Jomnonkwao, S., & Ratanavaraha, V. (2021). Impacts of Tourist Loyalty on Service Providers: Examining the Role of the Service Quality of Tourism Supply Chains, Tourism Logistics, Commitment, Satisfaction, and Trust. Journal of Quality Assurance in Hospitality & Tourism, 23, 1397 1429.
- 8. Author's Own Work

#### НЕКОТОРЫЕ АСПЕКТЫ ФОРМИРОВАНИЯ НАЦИОНАЛЬНОГО БРЕНДА УЗБЕКИСТАНА

#### Наргиза Ачилова

Ташкентский государственный экономический университет, старший преподаватель кафедры «Макроэкономическая политика и прогнозирование», PhD докторант

Национальный бренд - маркетинговый и политический инструмент повышения конкурентоспособности отечественной экономики, установления долгосрочных, надёжных партнёрских отношений между государствами и расширения горизонтов сотрудничества, ведения полноправных международных переговоров и способ раскрытия уникальности страны. Именно с этой точки зрения руководство страны должно подходить к идее

Burxonov Sardorjon, Bobomurodov Kayimjon. Green Marketing in the Tourism Industry of	
Developing Countries as a Trend towards Achieving Sustainable Development	295
Шукуров Фарух Тохирович. САМАРҚАНД ВИЛОЯТИ ТУРИЗМИНИ ЯНАДА	
РИВОЖЛАНТИРИШДА ИННОВАЦИЯСИНИНГ РОЛИ	301
Muhammadiyev Otabek Akramjon o'g'li. O'zbekistonda turistik korxonalarni rivojlantirish	
yo'llari	303
Turayev Javohir, Lutfullayev Sherzod, Xushvaqtov Ramziddin. Turistik xizmatlarni koʻrsatadiga	
korxonalar raqobatbardoshligini oshirishning ilmiy-amaliy yoʻnalishlar	306
Uralova Matlyuba Axrorovna. Turistik xizmatlarni ko'rsatadigan korxonalar raqobatbardoshligin	i
oshirishning ilmiy-amaliy yo'nalishlari	310
Jo'rayeva Zilola Turobovna, Sharipova Mastura Uchqun qizi. Turizm va mehmonxona sanoatida	
	313
Yusupov N.S., Akramjonov Abdullo Akramjon oʻgʻli. Investitsion loyihalarni muvaffaqiyatli ama	
oshirishda zamonaviy boshqaruvdan samarali foydalanish yoʻllari	315
Musayev Malikjon Karomatovich. Diniy qarashlar va biznes kesishmasida "Halol"	
mehonxonalarning o'rni	317
Dushanova Yulduz Faxriddinovna, Mohinur Ro'zimboyeva. TURISTIK XIZMAT	
KO'RSATADIGAN KORXONALARNING RAQOBATBARDOSHLIGINI OSHIRISHNING	
ILMIY-AMALIY YO'NALISHLARI	319
Jafarova Hilola Xalimovna. RAQAMLI TURIZMDA KICHIK BIZNESNI JORIY QILISH VA	221
RIVOJLANTIRISHMalikova Shoiraoy Baxtiyorovna. XIZMAT KOʻRSATISH SOHASINI RIVOJLANTIRISHDA	321
Malikova Shoiraoy Baxtiyorovna. XIZMAT KOʻRSATISH SOHASINI KIVOJLANTIKISHDA	
	324
Shukurov Ikrom Abdurashitovich. SAMARQAND VILOYATIDA TURISTIK XIZMAT KOʻRSATUVCHI KORXONALAR VA MEHMONXONALARNING	
RAQOBATBARDOSHLIGINI OSHIRISHDA INNOVATSION USULLAR	226
Farmanov Erkin Alimovich. COMPETITIVE DIRECTIONS OF TOURIST ENTERPRISES IN	320
IMPROVING THE QUALITY OF TRANSPORTATION SERVICES	328
ниг комполне доден гот тканогоктатюм зекмеез	
Ergashev R.X., Uzoqov J.N. Qashqadaryo viloyatida turizm sohasida xususiy tadbirkorlik	331
faoliyatining davlat tomonidan qoʻllab-quvvatlashning ahamiyati	336
Ходжаева Дилбар Хуршидовна. Сельский туризм – классификация и мотивы развития	
Muhitdinova N.I., Yodgorova Z.Y. BUXORO VILOYATIDA TURISTIK	5-12
RAQOBATBARDOSHLIGIGA TA'SIR QILUVCHI OMILLAR	345
Xamroyev X. R. "AVITSENA" TEMATIK PARKINI YARATISH IMKONIYATLARI	
Jo'rayev Abror Turobovich, Maxmudova Nodira Uktamovna. XALQARO TA'LIM TURIZMI	
KORXONALARINING GLOBAL TURIZM BOZORIDAGA TA'SIRI	353
Юлдашев Камол Шарифович. ТРЕНД САМОСТОЯТЕЛЬНЫЙ ТУРИЗМ КАК СПОСОБ	
РАЗВИТИЯ ТУРИЗМА В РЕГИОНЕ УЗБЕКИСТАНА	356
Madina Sayfullayeva. THE ROLE OF LABELLING IN PROMOTING QUALITY AND	
COMPETENCE IN SUSTAINABLE TOURISM	361
Тешабаева О.Н. Ички туризмнинг мохияти ва унинг миллий иктисодиётда тутган ўрни	364
Hamdamov Amriddin Hamdam oʻgʻli. Raqamli integratsiya resurslari orqali smart turizmni tashk	il
etishning asosiy xususiyatlari	368
Екатерина Владимировна Шевчук. Инфлюенс-маркетинг как инструмент продвижения	
туристических услугАдизов Бахтиёр Исматович. МОДЕЛИ ПОВЫШЕНИЯ КОНКУРЕНТОСПОСОБНОСТИ	372
Адизов Бахтиёр Исматович. МОДЕЛИ ПОВЫШЕНИЯ КОНКУРЕНТОСПОСОБНОСТИ	
ВЫПУСКНИКОВ ВУЗОВ В УСЛОВИЯХ ЗНАНИЙ ЭКОНОМИИ	
Shadiyeva Madina Jaloliddin kizi. METHODOLOGY IN MANAGEMENT. LEGAL METHODS	
	.381
Zafar Jumayev. ENG MUHIM SAMARADORLIK KO'RSATKICHLARI TIZIMI MOHIYATI	
UNING KORXONALARNI BOSHQARISHDAGI AHAMIYATI	.384
Салихов Нодир Джамолович. СОВЕРШЕНСТВОВАНИЕ УПРАВЛЕНИЯ СИСТЕМОЙ	207
ОБРАЗОВАНИЯ НА ОСНОВЕ СОВРЕМЕННЫХ ПОДХОДОВ МЕНЕДЖМЕНТА	.387