



**“IQTISODIY TADQIQOTLARGA  
ASOSLANGAN OLIY MA’LUMOTLI  
IQTISODCHI KADRLARNI  
TAYYORLASH: MUAMMOLAR VA  
INNOVATSION YECHIMLAR”  
MAVZUSIDAGI**

**XALQARO ILMIY-AMALIY  
KONFERENSIYA  
MATERIALLARI TO‘PLAMI**

**I**



**O‘ZBEKISTON RESPUBLIKASI OLIIY TA’LIM, FAN VA  
INNOVATSIYALAR VAZIRLIGI  
BUXORO VILOYATI HOKIMLIGI  
BUXORO DAVLAT UNIVERSITETI**

**“Iqtisodiy tadqiqotlarga asoslangan oliy ma'lumotli iqtisodchi  
kadrlarni tayyorlash: muammolar va innovatsion yechimlar”  
mavzusidagi**

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на основе экономических исследований: проблемы и  
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### 1. Qo`yidagi tarkibdan iborat dasturiy qo`mita

1. O.X. Xamidov – Buxoro davlat universiteti rektori, rais;
2. T.Rasulov – Ilmiy ishlar va innovatsiyalar bo`yicha prorektor, rais muovini;
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4. J.R. Toxirov – Marketing va menejment kafedrası mudiri v.b., i.f.f.d., a`zo;
5. B.N. Navruz-Zoda – Marketing va menejment kafedrası professori, i.f.d., psofessor, a`zo;
6. N.S.Ibragimov – Turizm va si mudiri, xo`jaligi kafedrası mudiri, i.f.d., professor, a`zo;
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10. A.T.Jo`rayev – Xalqaro aloqalar bo`yicha prorektor,i.f.n, a`zo;
11. S.C. Davlatov - Iqtisodiyot kafedrası katta o`qituvchisi, ,a`zo;
12. Z.T. Jo`rayeva - Marketing va menejment kafedrası katta o`qituvchisi, kotib.

### 1. Qo`yidagi tarkibdan iborat tashkiliy qo`mita

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  6. J.R. Toxirov – Marketing va menejment kafedrası mudiri v.b., i.f.f.d., a`zo;
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- To`plam i.f.d. professor, B.N. Navro`z-Zoda umumiy tahriri ostida chop etildi.

Mazkur to`plamga kiritilgan ilmiy ishlar va g`oyalar mazmuni, undagi statistik ma`lumotlar, sanalarning aniqligiga hamda tanqidiy fikr-mulohazalarga mualliflarning shaxsan o`zlari mas`uldirlar.

beradi.<sup>1</sup> Bunday usullar ta'lim darajasini oshirishga, o'quvchilarni rivojlantirishga, ularning kelajakdagi kasbiy faoliyatida qo'llaniladigan ko'nikma va malakalarni shakllantirishga imkon beradi.

#### Adabiyotlar tahlili va metodologiya

Iqtisodiy fanlarni o'qitishda innovatsiya pedagogik texnologiyalarini qo'llash orqali uzluksiz ta'lim samaradorligini oshirishga alohida e'tibor berilayapti. Pedagogik texnologiyalar – ta'lim berish va zamonaviy axborot texnologiyalarini qo'llash yordamida talabalarning shaxsiy sifatlarini rivojlantirish va takomillashtirish imkoniyatini beruvchi o'quv vositalari bo'lib, u o'ziga xos didaktik va uslubiy asosga ega. Shuningdek, Pedagogik texnologiyalar ning eng asosiy negizi – o'qituvchi va o'quvchi-talabaning belgilangan maqsaddan kafolatlangan natijaga hamkorlikda erishishlari uchun tanlangan texnologiyalariga bog'liqdir. Ta'lim jarayonida maqsad bo'yicha kafolatlangan natijaga erishishda qo'llaniladigan har bir ta'lim texnologiyasi o'qituvchi (pedagog) va o'quvchi-talaba o'rtasida hamkorlik faoliyatini tashkil etib, ijobiy natijaga erisha olsa, o'quv jarayonida o'quvchi-talabalar mustaqil fikrlab, ijodiy ishlay olsalar – bu ta'lim jarayonining asosi hisoblanadi. Iqtisodiy fanlarning o'qitilish sifati va samaradorligini oshirish maqsadida, pedagogik texnologiyalarni zamonaviy axborot texnologiyalar imkoniyatlari asosida uch turdagi o'quv mashg'ulotlariga, ya'ni ma'ruza, amaliy va laboratoriya mashg'ulotlarining o'ziga xos xususiyatlarini hisobga olgan holda kompleks holda qo'llash tavsiya etiladi.<sup>2</sup>

Shunday qilib, muammoli ta'lim o'quvchi-talabalarining bilim tizimlari va aqliy hamda amaliy faoliyatlarida samarali o'zlashtirishga yordam beradi, o'zlashtirgan yangi bilimlaridan kelajakdagi vaziyatlarda unumli foydalana olish, ta'lim muammolarini yecha olish, mustaqil izlanishga o'rgatish, ijodiy tajribaga ega bo'lish va uni rivojlantirish, ta'lim jarayonining vazifalarini tahlil qilish, muammoli ta'limni aniqlash imkoniyatlarini ochib beradi.

#### Natijalar

Iqtisodiy fanlardan o'rganilayotgan materiallarning o'quv soatlari miqdori hisobga olingan holda mavzu bloklariga ajratiladi, har bir ma'ruza mavzu blokiga 2-8 o'quv soati oralig'ida vaqt ajratiladi hamda ushbu mavzu blokiga mos amaliy va laboratoriya mashg'ulotlari mazmuni va hajmi belgilanadi. Bu usulda har bir mavzuni o'rganishdagi ichki izchillik va uzviylik to'la saqlanadi va talabalarda mavzuga oid malaka va ko'nikmalarni to'laroq va maqsadliroq shakllantirish imkoniyati kuchayadi. Innovatsiya texnologiyalarini o'qitish jarayonida yuqori malakali, raqobatbardosh o'qituvchi kadrlar tayyorlash, ularning kasbiy omilkorliklarini shakllantirish, metodik mahoratini ko'tarish, o'qituvchi-pedagoglarni pedagogik texnologiyalar bilan qurollantirish omili bo'lib qolmoqda.

innovatsiya texnologiyalari pedagogik jarayon hamda o'qituvchi (pedagog) va talaba faoliyatiga yangilik, o'zgartirishlar kiritish bo'lib, uni amalga oshirishda asosan interfaol metodlardan to'liq foydalaniladi. Interfaol metodlar – jamoa bo'lib fikrlashdir, ya'ni pedagogik ta'sir etish usullari bo'lib ta'lim mazmunining tarkibiy qismi hisoblanadi.<sup>3</sup> bu metodlarning o'ziga xosligi shundaki, ular faqat o'qituvchi (pedagog) va o'quvchi-talabalarining birgalikda faoliyat ko'rsatishi orqali amalga oshiriladi.

#### Xulosa

Iqtisodiy fanlarni o'qitishdagi umumiy yangiliklarga turli xil kognitiv va tarbiyaviy o'yinlar kiradi, ularda vaziyatli muammolar yechiladi. O'yin iqtisodiy nazariyani, iqtisodiy munosabatlarni amaliy rivojlantirish usulidir. O'yinlar yordamida siz iqtisodiyotda yuzaga keladigan real jarayonlarni simulyatsiya qilishingiz mumkin. O'quv o'yinlarining asosiy ustunligi - nazariy bilimlarni amaliyotda qo'llash qobiliyatidir. Ushbu usuldan foydalanganda o'quvchilarning samarali va o'zgartiruvchi faoliyati ustunlik qiladi. O'quv o'yinlari muammolarning muqobil va ko'p qirrali yechimlari bilan tavsiflanadi, ulardan eng oqilona yechimni tanlash kerak. Sinfdagi ishbilarmonlik o'yinlari hozirgi vaqtda ancha keng tarqalgan bo'lib, bozor sharoitida iqtisodiyot va boshqaruvning yangi shakllari bilan bog'liq bo'lgan mavzularni o'rganishda qo'llaniladi. O'quv jarayonini samarali amalga oshirish uchun bozor o'zgarishlarining qarama-qarshi jarayonlarini nazariy qoidalar asosida tahlil qilish uchun o'qitishning interfaol usullaridan: test topshiriqlaridan, aniq vaziyatlardan, iqtisodiy qonunlarni bilishdan maqsadli foydalanish talab etiladi. Iqtisodiyotni o'qitishda yuqoridagi usullardan foydalanish o'qituvchining o'zi rolini biroz o'zgartiradi: u avtoritar va yagona bilim manbai bo'lishdan to'xtaydi va o'quv jarayonida o'quvchilarning yetakchisi va yordamchisiga aylanadi. Demak, iqtisodiyotni o'qitishda zamonaviy texnologiyalardan foydalanish o'quv fanlari imkoniyatlarini ko'rsatadi va bo'lajak mutaxassislarining kasbiy kompetensiyalarini shakllantirish jarayonining zarur sharti hisoblanadi .

<sup>1</sup> Анацкая Л.Н. Современные технологии в преподавании экономики // Педагогическая наука и практика. 2018. №3 (21).

<sup>2</sup> Manzura Talgatovna Tadjibayeva (2022). Hozirgi kunda mamlakatimizdagi iqtisodiy muammolar va ularning yechimlari. Science and Education, 3 (11)

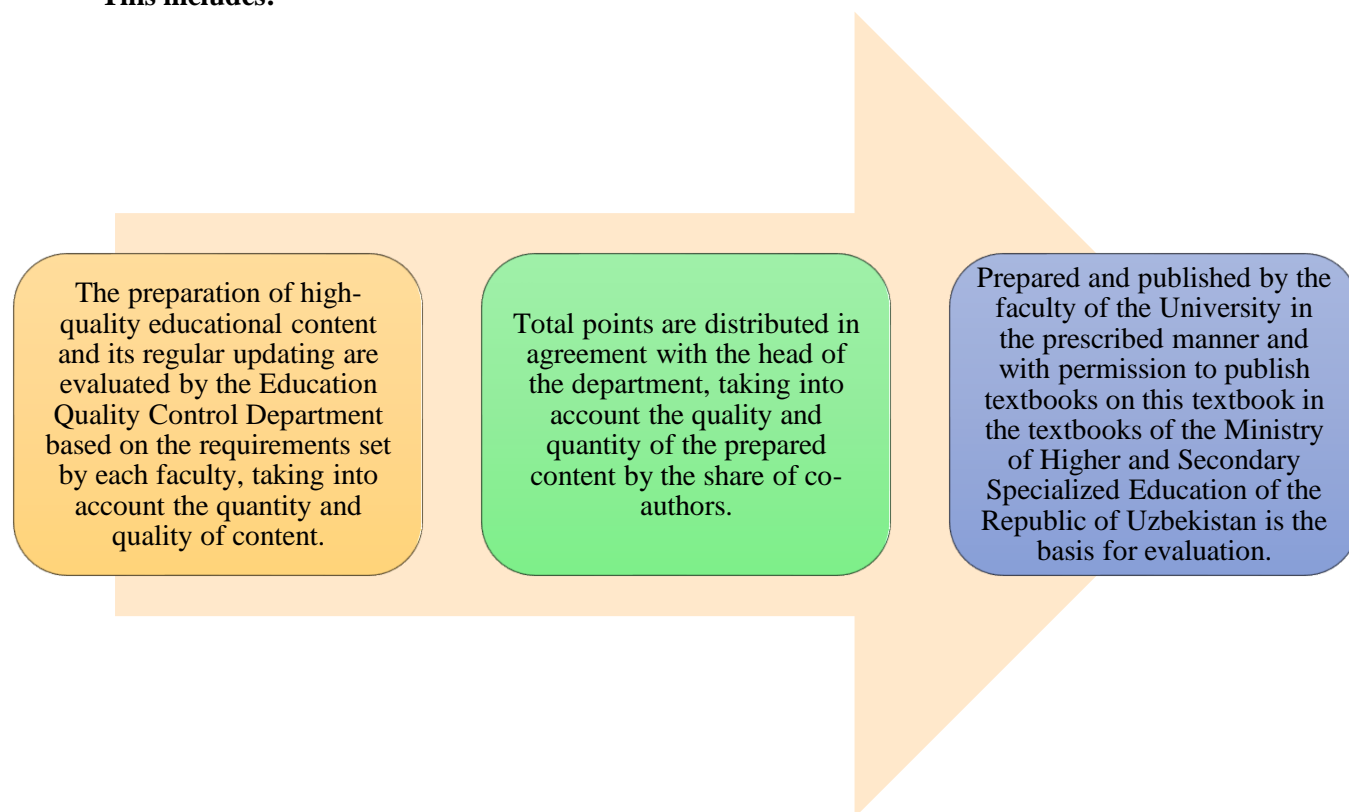
<sup>3</sup> <https://uz.wikipedia.org/wiki>

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## **ANALYSIS OF THE EXISTING SYSTEM OF KEY PERFORMANCE INDICATORS IN THE REPUBLIC OF UZBEKISTAN ON THE EXAMPLE OF THE BUKHARA STATE UNIVERSITY**

Consider the experience of the Bukhara State University in implementing KPIs. rating criteria  
Professors and teachers of the Bukhara State University are evaluated in points according to the following rating criteria. For example, if the Educational content is well prepared and regularly updated, then it gets 0-5 points.

**This includes:**



For the publication of a textbook, the teaching staff receives 0-2 points during the year, provided that the following conditions are met:

- The basis for the assessment of the Department of Education Quality Control is the availability of permission to publish textbooks (with the date) of the Ministry of Higher and Secondary Specialized Education of the Republic of Uzbekistan, prepared and published in the prescribed manner, university professors. If the textbook is co-authored. 3. 0-2 The level of teaching quality (according to the results of a survey of students at the end of the semester), the number of co-authors is set at 1 point for each of 2 people, and 0.5 points for more than 2 people. A maximum of 2.0 points is set regardless of the number of textbooks published.

The university arranges every semester a survey of students where they ask about the quality of teaching.

In cooperation with the Department of Education Quality Control and the Department of Teaching Methods, each professor and teacher will conduct a survey among students of the respective groups at the end of the semester through an electronic platform. In the survey, professors are evaluated on the basis of 10 criteria, with each criterion from 1 to 10 points. The remote.tsul.uz survey is posted on the electronic site. The score obtained as a result of the survey will be the basis for the assessment by the professor of the teacher according to the criteria set out in this paragraph.

Conducted master classes and field studies are determined by the relevant faculty on the basis of relevant plans and documents confirming their conduct. Involvement of practitioners in the educational

process or field trips give an opportunity to get 2 more points. For each master class or mobile lesson, 0.5 points are awarded, a maximum of 2 points is awarded for six months.

Proficiency in foreign languages gives teachers a score of 0-5 in the following order: 6. in English - National Certificate B 2 or higher or International English language testing System ( IELTS 5.5), Test of English as a foreign Language ( TOEFL ) IBT 72), Cambridge Assessment English FCE International Examination Systems B 2 and above;

for German - national certificate B2 and above or Goethe-Certificate, Deutsches Sprachdiplom (DSD), Test Deutsch als Fremdsprache (Test DAF) international examination systems B2 and above;

for French - national certificate B2 and above or Diplôme d'Etudes en Langue Française (DELFF), Test de Connaissance du Français (TCF) of international examination systems B2 and above;

for Japanese - a national certificate of level B2 or higher or Japanese Language Proficiency Test (JLPT No. 2) at level B2 or higher according to international examination systems; six months 0-2 for other languages - national certificate B2 and above or language proficiency levels according to international examination systems B2 and above.

After graduating from foreign higher educational institutions (trained in English, French, German and Japanese), professors and teachers working at the university are assigned the highest score provided for in this paragraph.

For teachers of the Department of Foreign Languages, to obtain a score for this item TOLES (Test Of Legal English Skills) is required to have a higher or advanced level.

The fact of indexing a published article in the international scientific and technical database "Scopus" is determined and evaluated by the Scientific Department.

The article was published in the Scopus journal, which is included in the international scientific and technical database. When writing an article in co-authorship, the total number of points is distributed in accordance with the share of co-authors. The professor-teacher after 6 months publishes an article in a journal included in the international scientific and technical base "Scopus" and gives 20 points for indexing. Note: if the share of co-authors is 4 - 5.0 points (20/4). If co-authors 3 - 6.7 points (20/3), if 5 - 4.0 points (20/5) and so on.

Co-author of an article with foreign co-authors Joint publications with foreign co-authors are determined and evaluated by the Academic Council for the publication of an article in one foreign co-authorship 3 points are awarded.

The maximum number of points that can be scored on this item is 3.

Publication of the monograph. Prepared and published in the prescribed manner by professors of the University and approved by the decision of the Scientific and Methodological Council for this monograph, the maximum score scored for a monograph over a six-month period is determined and evaluated by the scientific department, is 2 points.

When writing a monograph in co-authorship, the total number of points is distributed in proportion to the number of co-authors. Note: With the number of co-authors 4 - 0.5 points (2/4). If co-authors 3 - 0.7 points (2/3), if 5 - 0.4 points (2/5) and so on.

Citations from publications of university professors ("Web of Science", "Scopus" and Google Scholar databases) According to international indexes, the publications of professors and teachers of the university are identified and evaluated by the Department of Education in conjunction with the Department of Education Quality Control.

2 citations (in the Web of Science, Scopus and Google Scholar databases) on the publications of university professors in a calendar year is the basis for receiving 8 points for the year.

Grants from foreign research centers and foreign scientific foundations. \$40 million per year in foreign grants per professor. When the amount is credited to the account of the university, 2 points are awarded. Every quarter, a quarter of that amount, or \$10 million. In case of refusal, this will be the basis for receiving the highest score for that quarter. The maximum number of points that can be scored on this item is 2.

Funds from research conducted on the basis of field orders. Funds from research conducted on the basis of field orders, per professor, amount to at least 4 million per year. When the amount is credited to the university account, 5 points are awarded. If a quarter of this amount, that is, 1 million, is deducted every quarter, this will be the basis for the highest score for that quarter. The maximum number of points that can be scored on this item is 5.

Receiving government grants, funds from research. Funds from scientific research conducted on the basis of state grants for one professor-teacher amount to at least 12 million at the Sumy University. 2 points are given when a number is rolled. If a quarter of this amount, that is, 4 million, is deducted every

quarter, this will be the basis for the highest score for that quarter. The results of the teaching staff under item 2.5 entered the university are evaluated by the Center for Legal Initiatives and Innovations based on the results of financial activities. The maximum number of points that can be scored for this item is 2.

Certificates for information and communication technology programs and electronic databases, availability of various copyrighted materials. Based on established supporting documents and assessed by the Center for Legal Initiatives and Innovations. Upon receipt of certificates received in co-authorship, various copyright materials, the total points are distributed according to the share of co-authors. The maximum score that can be scored for this item is 1.

Whether the dissertation was defended by a professor or received an academic title. When a professor awards a scientific degree (defence) or academic title, the date of awarding the academic degree and academic title by the Academic Council is taken into account and the highest score provided for in this paragraph is assigned.

The maximum number of points that can be scored on this item is 5.

The teaching staff has to get points also for work on international cooperation. So university professors to teach at the university or as teaching assistants to foreign scientists (experts, specialists) or attract foreign students to the university the number of professors and teachers who have received a doctorate or doctoral degree in the top 1000 universities in the world. Foreign scientists (experts, specialists) for teaching at the University are determined and evaluated<sup>1</sup>

Office of International Cooperation. Whether the professor involved foreign scientists at least once every six months or whether the teaching assistant was foreign scientists (experts, specialists) or a foreigner at the university teachers of foreign scientists (experts, specialists) or a foreigner at the university, the fact that students are involved will be the basis for obtaining 4 points. The highest score is given to a professor who has received a Ph.D. or Ph.D. degree from one of the top 1000 universities in the world.

Participation in participation in international olympiads, prestigious competitions or sports competitions under the guidance of a professor, participation or participation in increasing the weight of students who won prizes and received awards (diplomas) Based on the availability of documents confirming the direct supervision of a student who participated in international olympiads, prestigious olympiads and sports competitions that won prizes and received awards (diplomas), the Department of International Cooperation, the Spiritual and Educational Center and faculties were identified and evaluated.

under the guidance of a professor, one or more students participated in international olympiads or prestigious competitions or sports competitions, won prizes and received awards (diplomas) within one year. 0 and Awarded up to 3 points. For this item:

– as the only participant in international olympiads, prestigious competitions or sports competitions, won prizes and was awarded a prize (diploma) for the preparation of students - 3 points;

– international olympiads, prestigious competitions or sports competitions as a single participant - 0.5 points (for each student);

the team participated in prestigious international competitions or sporting events, as a rule, won prizes and for the preparation of students who won an award (diploma) - 3 points

The state of spiritual and educational work and compliance with labor and performance discipline. Meaningful extracurricular activities of students (effective leadership of circles, scientific schools and clubs or active participation in the project "Street Law") and active participation in preparation for the republican Olympiads and state scholarships.

Based on the submitted documents, the completed works will be determined and evaluated based on the criteria established by the Center for Spirituality and Enlightenment and the Scientific Department. The basis for awarding the highest score is the meaningful use of students' extracurricular time (active participation in circles, research schools and clubs or active participation in the Street Law project or in preparation for national and state scholarships).<sup>2</sup>

In the media or social networks, this is done at the university and in the country made speeches on reforms. Based on the submitted documents on the work performed, it will be identified and evaluated by the Department of Public Relations and Media. Note: For the implementation of the activities provided for in this paragraph 1 (one) or more times a month - 4 points.

Participation in work with academic lyceums and law colleges (educational and methodological), schools. Based on the established supporting documents, it will be assessed based on the criteria established

<sup>1</sup> <https://tsul.uz/en/general-page/missiya-i-tsennosti>

<sup>2</sup> <https://tsul.uz/en/general-page/missiya-i-tsennosti>



moliyalashuv usullari va boshqalardir.

Iqtisodiy ilmiy muammolar yechimlari, iqtisodiy masalalarni hal qilish uchun ko'plab usullar, metodlar va tushunchalar bo'lishi mumkin. Bu masalalar o'z ichiga ko'p xil muammolarni o'z ichiga oladi, misol uchun:

1) Talab va taklif qonuni: Narxlarning oshishi yoki pastlashishiga sabab bo'ladigan mahsulotlar talabi va taklifini taqqoslash.

2) Moliya siyosati: Davlat moliya siyosati, banklar va boshqa moliya institutlarining faoliyatini boshqarish uchun usullar.

3) Ishlab chiqarish va savdo: Mahsulotlarni ishlab chiqarish va savdoga tayyorlashning eng qulay va samarali usullari.

4) Kichik biznes tashkil etish: Kichik biznesni rivojlantirish uchun kerakli resurslarga ega bo'lish, marketing strategiyalarini belgilash, ish haqida ma'lumotni saqlash va boshqa muammolarni hal qilish.

5) Energiya iqtisodi: Energiya iste'moli darajasi, energiya resurslaridan foydalanishning eng samarali usullari.

Bu kabi muammolarning hal etilishi iqtisodiy ilmiy yechimlarga bog'liq bo'ladi. Bu yechimlar iqtisodiyotning umumiy qonuniyatlari, iqtisodiyotning boshqa sohalari va iqtisodiy tushunchalar asosida yaratiladi.

Iqtisodiy dolzarb muammolari, yani valyuta muomalalari, bir necha asosiy sabablardan kelib chiqadi. Ularning yechimlari o'zaro tashqi va ichki faktorlar bilan bog'liq bo'ladi. Quyidagi sabablardan biri yoki bir nechasi dolzarb muammolariga olib keladi:

1. Chet el mamlakatlari bilan savdo-sotiq: Chet el mamlakatlari bilan savdo-sotiqda ishtirok etish, tovar olish va sotishda dastlabki talab va arzni ta'minlash maqsadida muxim miqdorlarda valyuta sarflanadi. Bu esa valyutaning hajmi va qiymatida o'zgarishlar tugatishi mumkin.

2. Moliyaviy siyosat: Davlatlar moliyalashtirish jarayonida keng tarqalgan pul sifatida valyuta ehtiyojini ta'minlash uchun valyutani sotib oladi yoki cheklangan summani tushiradi va ushbu amallar valyutaning qiymatida o'zgarishlarga sabab bo'ladi.

3. Narxlarning o'zgarishi: Narxlarning o'zgarishi ham dolzarb muammolarga ta'sir ko'rsatishi mumkin. Masalan, xavfsiz investitsiya qilishga qiziqqan investorlar, biznes adabiyoti yoki oliygohlar narxlarning ortishi yoki pastlashi bilan bog'liq ravishda valyutaning qiymatida o'zgarishlarni keltirishi mumkin.

4. Mamlakatning moliyaviy holati: Davlatning moliyaviy holati ham dolzarb muammolarga ta'sir ko'rsatishi mumkin. Agar davlatning iqtisodiy holati yaxshi bo'lsa, xalqaro investorlar o'z hissalarini sotib oladilar va valyuta narxlari oshishi mumkin. Boshqa so'z bilan, davlatning iqtisodiy siyosati valyutaning qiymatida o'zgarishlarga sabab bo'ladi.

5. Xalqaro maxsus hodisalar: Xalqaro hodisalar ham dolzarb muammolarga ta'sir ko'rsatishi mumkin. Masalan, xalqaro konferensiyalar, hujjatlarning ishlab chiqarilishi yoki boshqa hodisalar har biri valyutaning qiymatida o'zgarishlarni keltirishi mumkin.

6. Omonatlar va investorlar: Valyutaning hajmi va qiymati investorlar va omonatlarning harakati bilan ham bog'liq. Omonatlarni qayta egallash uchun banklar valyuta sotib oladilar va ushbu amallar valyutaning qiymatini oshira oladi.

Dolzarb muammolari hal qilinishiga ko'makchi bo'ladi, chunki valyuta ehtiyojini ta'minlash, savdo-sotiqni rivojlantirish va investorlarni jalb qilish uchun zarur bo'ladi.

Iqtisodiy ilmiy muammolar yuqori darajada nazariy tushunchalar asosida yechilmaydi. Ularning hal qilinishi uchun amaliy ishlar kerak. Iqtisodiyot sohasidagi hodimlar va mutaxassislar har kuni bu muammolar bilan uchrashib turishi zarur bo'ladi.

### **Foydalanilgan adabiyotlar ro'yhati**

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