

THE IMPORTANCE OF MECHANISMS FOR DEALING WITH THE CRISIS OF  
ENTERPRISES

**Umarjon Mukhammadov Mukhammed Ugli**

*Fergana Polytechnic Institute Umarmuhammadov2022@gmail.com*

**Annotation:** *Measures to increase resilience of enterprises against crisis and their implementation.*

**Key words:** *Crisis, mechanisms, economic equilibrium, managers, competitiveness, bankruptcy, risk.*

**INTRODUCTION**

At a time when the world's political and economic balance is in a state of tension and instability, it has become clear to us that the world's financial and economic problems will continue in 2025 and its danger will not be completely eliminated. The President of the Republic Shavkat Mirziyoyev said about this in his reports: First of all, it should be said that the ultimate goal of economic reforms in the New Year will be to reduce poverty and increase the welfare of the population. They concluded that these strategic goals will be achieved at the expense of high economic growth that creates equal opportunities for all. But during the lecture, they also listed the dangers and risks that could have a negative impact on enterprises and entrepreneurship. In fact, enterprises are required not to stop dealing with regular crises and to further improve all measures of elimination.

Research object: All factors causing the crisis of enterprises. An example of this is the financial, management, legal and organizational structures of the enterprise. Analysis of the factors leading to the crisis of the company and development of the company's anti-crisis strategy.

Have effective crisis management mechanisms been established in enterprises? Have these mechanisms effectively affected enterprises? At this point, I think it is worth saying that a single model of anti-crisis management has not been developed. Because the types of enterprises, environmental and legal restrictions, political changes, economic obstacles and a number of other emerging problems can contribute to or be the main cause of the enterprise crisis. It can also be attributed to several factors. The main thing is that the crisis manifests itself in different forms in each enterprise, depending on the nature of the network, geographical location, and the uniqueness of the external and internal environment. Even in two enterprises with the same conditions, crisis management can be implemented through different plans. This process depends on how managers operating in enterprises can accept resistance. But in most cases, the reasons leading to the crisis indicate the nature of the crisis, which plays an important role in eliminating the crisis in the enterprise. Therefore, it is necessary to control the effective measures to combat the crisis in enterprises:

- managers of higher and lower organizations, strategic managers, leaders, heads of organizational departments and structural units, government employees, managers of anti-crisis activities, risk managers, anti-crisis managers, internal control personnel, internal auditors and business process managers it is necessary to continuously introduce the program and practical training for optimization specialists;

- in order to increase the competitiveness and financial stability of the organization, it is necessary to study modern anti-crisis management methods in order to maximize the use of all production factors, as well as to fully study all types of management, for example, theoretical and practical types of managing all the possibilities of human activity;

- it is appropriate to implement a number of measures to improve the enterprises' anti-crisis measures;

- to study the origin, causes and factors of all types of crises that arise in the development trend of the organization, management by the state during the crisis, the strategy and tactics of the organization's anti-crisis management;

- to study the economic basis of insolvency and bankruptcy in the organization, the role of the human factor in anti-crisis management and the main procedures of bankruptcy;

- study of the current legal-theoretical theory of the inability (bankruptcy) of the organization, modern approaches to return the ability of the organization to pay.

By strengthening the anti-crisis mechanisms of the enterprise and implementing these measures, it is possible to reduce the risk of further risks. Mechanisms for dealing with the crisis of enterprises include the following measures: the causes of the crisis in the organization; regulatory and legal aspects of crisis management; anti-crisis management mechanisms and management system of organization reorganization procedures; financial aspects of the organization's anti-crisis management; strategy and tactics of crisis management; mechanisms for increasing the organization's resistance to crisis and innovation; human factors of crisis management; crisis management at risk; signs of bankruptcy in organizations.

The manager of any enterprise with a risk of crisis should have information about the following and implement countermeasures: origin of the crisis; regulatory and legal bases of anti-crisis management; the main factors and procedures for checking the status of the organization; mechanisms of crisis management; using mechanisms and methods of crisis management; the ability to use strategic and tactical approaches of crisis management in experience; development of an anti-crisis strategy model;

practical application of theoretical knowledge; application of modern methods in the collection and analysis of the database of the crisis in socio-economic growth. For example, if there are problems with the qualifications of employees in industrial enterprises, this can certainly increase the risk of the enterprise's crisis. At the same time, previously experienced employees work far from industrial enterprises, and it is not a big problem for large enterprises to bring them from home. For small-scale

industrial enterprises, they are forced to hire young and inexperienced workers because they do not have the opportunity to transport workers. As a result, if there is a lack of skills for new employees in the management and development of production, the labor productivity of workers engaged in the main production process will decrease due to insufficient work skills. Therefore, anti-crisis mechanisms in industrial enterprises should be seriously monitored. Even a small problem or an overlooked flaw is unlikely to be dangerous for the company's prospects.

Today, in the Republic, measures are being taken to get out of the crisis and eliminate the causes of the crisis for the industrial enterprises in crisis. Because one loss causes many losses. Planning the process of exiting the crisis is based on the strategy and tactics of anti-crisis management. Many economists describe crisis management strategy as a long-term recovery plan and tactics as an operational plan. A crisis management strategy will not be available only for economically weak and insolvent enterprises. Because every enterprise operating in a competitive market regularly works between crisis and stability. This crisis is imminent for all enterprises and requires constant measures against it. This measure makes stable enterprises more sensitive to negative changes in the external and internal environment. Therefore, the development of anti-crisis management strategy and tactics should be carried out on the basis of clear plans.

**Conclusion:** In order to increase the competitiveness and financial stability of the enterprise, in order to use all production factors to the maximum, it is necessary to study modern anti-crisis management mechanisms, as well as to fully study all types of management, such as managing all the possibilities of human activity and practical types.

#### **REFERENCES:**

1. December 29, 2020 Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis.
2. Abdullaev A. What is interdependence? The procedure for applying the bankruptcy mechanism to ensure economic balance // Taxpayer's journal. - 2007. - September. - B. 25.
3. Azimov M.K. and others. Comments on the Law of the Republic of Uzbekistan "On Bankruptcy". - T.: 2007 - 640 p.
4. Ashurov M.S. Organizational and methodical mechanism of economic risk management in industrial enterprises (in the case of industrial enterprises of Fergana region): Dis. ... iqt. candidate of sciences. - T.: TDIU, 2006. 143 p.
5. Kambarov J. Network features of the organization of anti-crisis management in agricultural enterprises // State agrarian policy and its priorities in the development of agriculture: a collection of materials of the republican scientific-practical conference. - T.: TDIU, 2010. - P. 104-106.