

# INFLUENCE OF INNOVATION ON THE ORGANIZATIONAL BEHAVIOR OF THE COMPANY STAFF

*Shermukhamedov Oibek Abbasovich, competitor,  
Ashurova Nozila Muratjanovna, bakalavr*

*Tashkent branch of Russian economic University after G.V. Plekhanov, Uzbekistan*

**Abstract:** *This paper presents the study of the effect of innovations on the organizational behavior of employees of the company and describes the difficulties in managing the behavior of employees in the innovation period.*

**Keywords:** *innovation, innovation processes, organizational behavior of employees, workers' resistance response.*

As is well known, innovative processes, their implementation in new products and new technology are the basis for economic development of any country. The innovation process is the preparation and implementation of innovative changes and consists of interrelated phases, forming a single, integrated whole. The sources of these changes can be both in the organization and in the external environment. New technologies require a switch to the production of new types of products, and this in turn may require new organizational structures, etc. When changes occur in the organization of different people react to these changes. For those natural initial reaction of resistance to change, which is overcome by proper management innovations. Our studies have shown, before introducing innovations in companies should be considered with the managers, not only financial, operational, marketing issues, but to analyze the general characteristics of innovation and reveal the impact of innovation on the organizational behavior of employees. Analysis of the organizational side of the company in question has shown that the degree of readiness of employees to innovations that experienced employees are not ready for innovations, in addition, many employees of the company have not been retrained in modern management techniques. In addition, it turned out that is not fully considered and discussed with the managers of the main proposals for innovation management. To assess the effectiveness of the use of labor resources and the search for reserves of labor productivity growth, as well as to evaluate the effectiveness of existing human resources policy is necessary to assess the security personnel of the enterprise for which you want to use the plan of economic and social development of the enterprise, taking into account innovation, statistical reports on labor, timecard data and the department for Human Resources categories and professions with the planned requirements. The relationship between the three groups by level of education of employees in 2014 compared to 2010 has changed slightly; the employees of this company have higher education only work in positions of managers and specialists. Noteworthy is the next positive fact is the relatively low proportion of the number of staff leadership positions (6.9%). How negative can be noted that a profile (mid-level) education is only 60% of employees (specialized secondary). To characterize the movement of labor was calculated and analyzed the dynamics of the following indicators: turnover ratio on reception staff (CRC); turnover rate for retirement (HF); turnover factor (CTC); rate constant composition of the personnel (KPS). In the analysis of the above factors using the original data presented in Table. Based on the data table will calculate the dynamics of the following indicators:

Table 1.

Indicator	2010	2014	Dynamics
Admission turnover ratio (CRC)	3/26=0,115	7/29=0,242	+0,127
Turnover ratio for retirement (HF)	5/26=0,192	1/29=0,035	-0,157
Turnover ratio (CPC)	5/26=0,192	1/29=0,035	-0,157
The coefficient of constancy (CoW)	24/26=0,923	25/29=0,862	-0,061

On the basis of calculations of us, that changes the movement of labor indicators in 2014 compared to 2000 have changed for the better, indicating that the stability of the personnel policy of

the company. On the positive side, it should be noted the fact of increasing the number of hired employees in 2014, while reducing the number of laid off due to the introduction of innovations; Also of note is the decrease turnover rates and turnover of disposal; On the strength level of the workforce affected by many factors, but in general activities of the company. High levels of labor turnover can be explained either by the peculiarities of, or personnel policy failure. There are a number of measures to remedy the situation. Among them should be highlighted: the use of necessary staff selection procedures; the widest possible use of the skills of employees; analysis of the quality of work of employees; improving education; improved communications; the maximum possible improvement of working conditions. To enhance the company's innovation activity is expedient concentrate resources on priority areas, ensuring the implementation of the competitive advantages of innovation in the market. The analysis showed the need to ensure the continuity of the financing of business projects at all stages of the innovation cycle. Due to lack of monitoring in the early years of the introduction of innovation production results were negative. That backlash experienced workers of the company have not allowed us to successfully complete the intermediate results of operations. Formation of the monitoring system in the company and a detailed company performance evaluation by the invited experts and consultants gave a great effect on the promotion of the company on innovation and innovation. Not only is the timely provision of domestic material, technical, financial resources, and training of personnel for innovation in the production process gave great effect. Equally important has been the introduction of sverhuskorennoy depreciation (write-off of the cost of 30-40% of the cost after the acquisition of new equipment) and the reduction of duties on import of equipment and instruments for innovation in the company, as well as adaptation of foreign technology in the company. Conducting technological modernization based on it does not solve the problem without a positive response, and the company's personnel.

#### REFERENCES

1. Bovin, A.A., Krakow, M.Y., Cherednikova L.E. The concept and practice of innovation management: Proc. Benefit / Novosib. state. Acad. Economy and exercise. – Novosibirsk: 2002. Novosib. state. Acad. Economy.- 329 pp.
2. Magura, MI Commitment to employees of the organization: Author. Dis. Candidate of Sciences; Psychological science: 19.00.03 / Mosk. state. Univ them. M.V. University, Fac. psychology. - M .: Mosk. state. Univ after M. Lomonosov Moscow State University, 1999. - 21 pp.
3. Shyvanov V.I. Social Psychology of Management. - M .: JSC "Business School" INTEL SYNTHESIS, 1997. - 201 pp.