

Alimov B.B.,
PhD of «Business and Entrepreneurship skills»
department of Graduate School of Business
and Entrepreneurship
(Tashkent city, The Republic of Uzbekistan)
bakhodir.alimov.84@mail.ru

THEORETICAL ISSUES OF BUSINESS PERFORMANCE ANALYSIS OF ENTITY

TADBIRKORLIK ISHLARI NAZARIYATLARI TASHKILOTNING TAHLILI **ТЕОРЕТИЧЕСКИЕ ВОПРОСЫ АНАЛИЗА ФИНАНСОВО-ХОЗЯЙСТВЕННОЙ** **ДЕЯТЕЛЬНОСТИ ПРЕДПРИЯТИЯ**

Abstract. *This article deals with theoretical and methodological aspects of analyzing financial and economic performance of business ventures. In the article theoretical bases, methodical features and organizational aspects of financial and economic performance analysis have been described. System of indicators expressing financial and economic activity of entity has been opened based on literature review. The proposals worked out in consequence of researches have also been conveyed.*

Keywords: *assessment, analysis, analytical procedures, financial and economic performance, system of indicators, method of economic analysis.*

Аннотация. *В данной статье рассматриваются теоретические и методологические аспекты анализа финансово-хозяйственной деятельности предприятий. В статье раскрыты теоретические и методические основы анализа финансово-хозяйственной деятельности. Система индикаторов, выражающих финансово-хозяйственную деятельность предприятия, была показана на основе обзора соответствующим литературе. Также были представлены предложения, разработанные в результате по исследованию.*

Ключевые слова: *оценка, анализ, аналитические процедуры, финансово-хозяйственная деятельность, система показателей, методы экономического анализа.*

INTRODUCTION

Assessment of economic and financial situation of entities is necessary for all those involved in economic activity. Analysis of financial condition and solvency of commercial entities' structures is carried out based on the use of different assessment methods in dynamic business processes. In the promotion of commercial business activity analysis using financial ratios are calculated on the basis of the main accounting documents. For more thorough analysis of business enterprises special research reports based on data production and administrative records are used.

1. APPROACHES ON THEORETICAL ISSUES OF BUSINESS PERFORMANCE ANALYSIS

Analysis of corporate entities is needed not only when the company is in decay, but also when the company «has a good health», but wants to improve their performance. Evaluation of commercial entities can be made based on analytical indicators, which may have the following areas of financial analysis presented in Figure 1.

Balance sheet of the company reflects the value of its financial resources at the beginning and end of the reporting period. However, this information reflects the situation for a certain period of assets and liabilities and not always shows the real future trends of business activity. The carrying values of assets often do not reflect the real situation of the company. Therefore, to declare the insolvency of the enterprise in domestic practice assessment is carried out preventive balance sheet structure in order to perform the analysis of the company's financial situation to justify commercial and administrative decision declaring unsatisfactory balance sheet structure and the company insolvent.

In our opinion, the best results of the economic analysis are those making a diagnosis operative financial situation of the company. On the one hand, financial resources are only one aspect of the organization's activities and, on the other hand, strong and stable cash flow is equivalent evaluation of all activities.

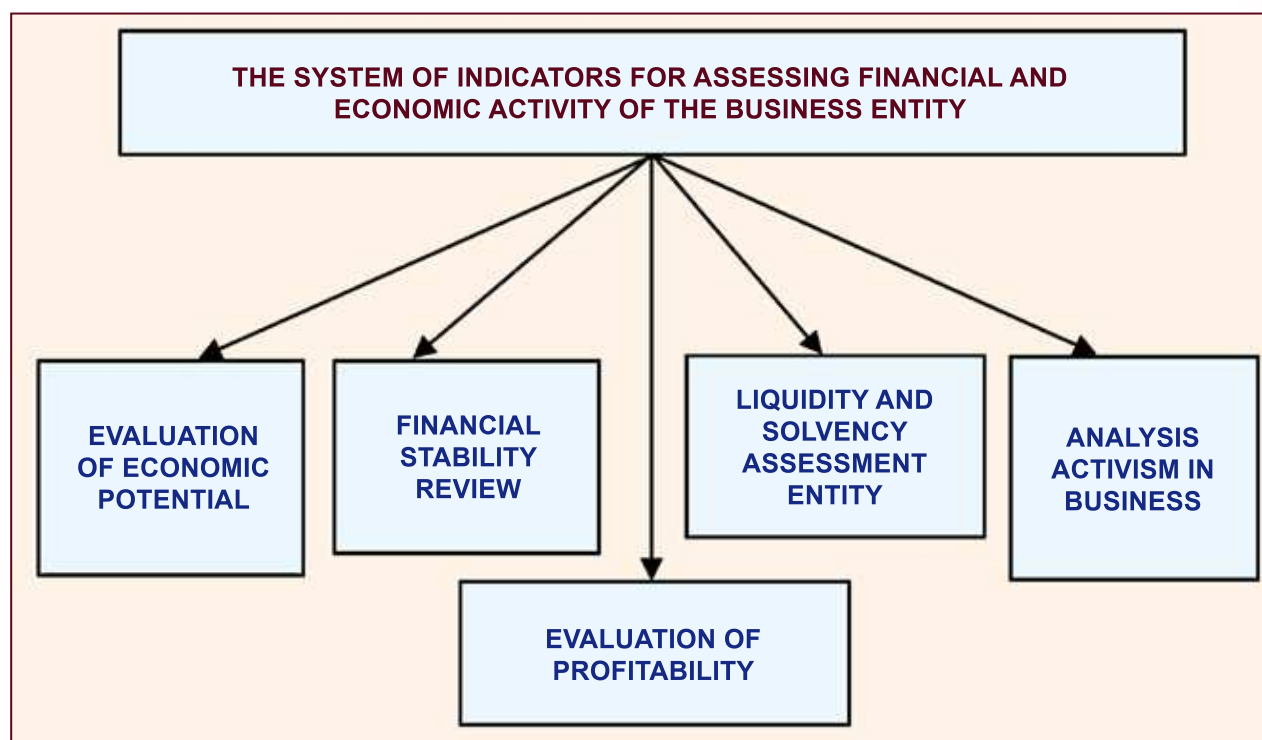


Figure 1. System of indicators used in financial-economic activity analysis.

In our opinion, the best results of the economic analysis are those making a diagnosis operative financial situation of the company. On the one hand, financial resources are only one aspect of the organization's activities and, on the other hand, strong and stable cash flow is equivalent evaluation of all activities.

Different groups of indicators touch various financial processes: liquidity, liquidity indicator; financial efficiency, profitability indicator; lent means financial stability indicator.

Here an important role is complex analysis of the financial situation of economic subject on different parameters that characterize each area.

Its subject and tasks determine the essence of the method of economic analysis of economic activity. Under the method of economic analysis the way of cognition, research, the approach to the study of the economic activity of enterprises are understood.

The method of analysis has the following characteristic features: complex study of economic activity; Consideration of economic processes in their interconnection and interdependence, their movement, change and development; The disclosure of factors and the measurement of their impact on economic activity; Generalization of analysis results; Development of measures to eliminate shortcomings and further improvement of all work of enterprises and organizations. [2]

Complex analysis of economic activity means that the work of each trading enterprise should be analyzed not in isolation, but in an organic connection with the activities of other enterprises, with phenomena and processes occurring throughout the national economy. [3]

A feature of the method of economic analysis is not the study of only quantitative, but also qualitative indicators. This is because quantitative indicators cannot give a complete picture of the qualitative changes that occur in the process of economic activity. For example, when analyzing the absolute amount and the level of costs, one should take into account a quantitative indicator, such as the volume of trade turnover, and qualitative indicators: the structure of commodity turnover, the growth of labor productivity etc.

The generalization of the results of the analysis is an essential part of the method. After studying individual aspects and indicators of economic activity, the results of the survey are summarized, the analysis data are summarized so that one can get an idea of the volume and quality of the work not only of the trading enterprise as a whole, but of its parts and units.

The results of the analysis are systematized in the areas of economic activity, in the main areas of the trading enterprise, give characteristics of the indicators, indicate the main causes and factors that have influenced the level of individual indicators and overall performance of the enterprise, draw conclusions, give an assessment of the work done.

The analysis is completed by the development of measures aimed at eliminating the identified shortcomings, mobilizing and using reserves, and further improving the overall economic activity of the trading enterprise. The method of economic analysis involves the use of special methods and methods of analytical processing of digital information. Conventionally they are combined into two groups: economic-statistical (traditional) and economic-mathematical.

The traditional methods and methods of economic analysis include: a preliminary orientation in the results of the work of the enterprise; Comparison of indicators; The calculation of mean and relative values; Method of corrected indicators (chain substitutions); Graphical reflection of results; Grouping; Compilation of analytical tables; Balance linking of various indicators. The methods of this group are simple, available for practical use, numerous.

Economic and mathematical methods of analysis include: correlation, linear programming, modeling, etc. They are relatively new, but they have a great future.

2. DIFFERENT TYPES OF BUSINESS PERFORMANCE ANALYSIS AND THEIR APPLICATION

In the practice of studying economic activity, different types of analysis are used: according to the time of the plan - preliminary, current (operational), subsequent or periodic; In terms of coverage - comprehensive (full) and thematic; by breadth of comparison - inter-firm and intra-firm.

Preliminary economic analysis makes it possible to estimate the expected implementation of the plan for the current period, when there is still no complete reporting, on the basis of reporting data on the work of the enterprise over the past months and the expected data of the plan's implementation by the end of the year.

The current (operative) analysis of the economic activity of the enterprise is based on a systematic observation and study of the progress of the fulfillment of planned tasks for the day, week, decade, and season for the operational management of economic processes. It is carried out on a daily basis and allows you to quickly identify shortcomings in the work and take measures to eliminate them. In order to be most effective, it must be continuous in all key performance indicators of the enterprise, and primarily on the most important, rapidly changing ones. These indicators include turnover in the sale of goods in general and for individual goods, commodity stocks, etc.

Subsequent, or periodic, analysis is carried out after studying all the data for the reporting period (quarter, year) in order to obtain an economic assessment of the economic activity of the enterprise in the reporting period for all key indicators. This kind of analysis is the most complex. It can only be carried out with full reporting.

Depending on the degree of coverage of economic activity, the analysis is divided into a complex (full) and thematic.

Complex (full) analysis covers all activities of enterprises and organizations. It is carried out after the end of the reporting period. In the course of its evaluation, the results of economic activities are assessed, including the implementation of plans, consider the economic conditions in which economic activity takes place, measure the impact of individual factors on performance indicators, and outline specific measures to improve these indicators.

The thematic analysis assumes a detailed study of one or several indicators of economic activity that characterize the most urgent problems of the enterprise, for example, the efficiency of using the enterprise's fixed or circulating assets or both, the level of commercial services for the population.

According to the breadth of comparison of the analyzed object, the analysis is subdivided into inter-firm and intra-firm. The intra-economic analysis examines the economic and financial activity of only the given enterprise or its subdivisions, and in the inter-firm analysis the performance indicators of this and other enterprise or group of enterprises are compared.

One of the types of analysis that has become widespread in recent years is a comparative analysis. Its main task is to identify the reserves of successful implementation of plans, as well as to improve the quality and efficiency of enterprises and organizations. [1]

Economic and financial activities, processes and phenomena occurring in it, its results are revealed through the medium of various information, which together forms information base. Analytical work always begins with the collection of necessary information. There are planned, accounting, reporting and extra-report sources.

Planned sources contain information on indicators that are subject to mandatory implementation.

Accounting and reporting sources of information include data of accounting, statistical and operational accounting, various operational information of the planning department, commodity departments, bases, warehouses about the availability and movement of goods, etc. When analyzing economic activity (depending on the purpose), use the annual, quarterly, monthly and current (daily, weekly, fifteen-day) reporting.

The extrinsic data is divided into additional (acts of documentary audits, materials of inspections and surveys, resolutions of the parent organization, financial control materials and other materials); Information (books of comments and proposals, solutions of production meetings, materials of exhibitions, sales, reports of periodicals, etc.).

A special place is occupied by information received from the employees of the enterprise (managers, specialists, sellers) who are directly involved in implementing the plan and can pay attention to shortcomings in the work.

The analysis will not be complete, if you do not take into account the general economic and socio-economic indicators of the area of activity of the trade enterprise: materials on its economy, information on the population and its composition, consumer demand, professional, sex, age and ethnic composition of the population, etc. All the listed materials do not exclude, but supplement each other, allow fuller and deeper study and control the work of trading enterprises.

In the process of economic analysis of economic and financial activities, one must constantly deal with the system of indicators.

The economic and financial activities of subsidiary industrial and agricultural enterprises, enterprises of trade and public catering are measured by a multitude of economic indicators that can be reduced to a certain system. They can be divided into: a) cost and natural - depending on the meters that are used; B) quantitative and qualitative - depending on which side of phenomena, operations, processes is measured; C) volumetric and specific - depending on the application of individual indicators or their ratios. [4]

Value indicators are currently among the most common. The use of cost indicators follows from the presence in the economy of commodity production and commodity circulation, commodity-money relations. In monetary terms, of course, wholesale and retail trade turnover, circulation costs, gross income are expressed.

At wholesale enterprises, goods are accounted for and analyzed not only in value but also in kind. Wholesale and retail trade present their orders to the industry mainly in physical terms, as they best characterize the satisfaction of micro- and macro-demand. In physical terms, control is also exercised over the fulfillment by producers of contracts for the supply of goods. Along with the natural indicators in analytical practice, their version is used - conditionally-natural indicators. In wholesale trade (at the enterprises of long-term storage of potatoes, vegetables, fruits), such a conditionally-natural indicator as ton-month (ton-day) is used.

Quantitative indicators are used to express absolute and relative values that characterize the volume of production and sales of products, its structure and other aspects of the work of enterprises. Quantitative indicators can be expressed both in value and in natural meters.

Qualitative indicators are used to assess the output in terms of its compliance with established requirements (standards, technical conditions, samples), to assess the economic efficiency of labor, material and monetary costs.

Economic phenomena and processes usually contain both quantitative and qualitative factors. The task of the economist often comes down to the need to separate and measure the influence of those or others. Volumetric indicators are a primary reflection of the economic phenomena and processes studied in terms of their volume, composition, etc. The values of wholesale and retail turnover, working capital, circulation costs, income - all these are volume indicators. Specific indicators are secondary, derived from the corresponding volumetric indicators. In trade, specific indicators can be considered: the turnover per employee, commodity stocks in days of turnover, the level of costs, gross income, and profits.

Widely used in economic calculations are other relative values that characterize the fulfillment of the plan, structure, dynamics, and intensity of development. Each of the indicators discussed above has a certain meaning and importance for monitoring and analysis. If these indicators are treated separately, it turns out that some of them suffer from a certain limitation. However, economic analysis involves a comprehensive, systematic use of indicators.

CONCLUSION

In conclusion, financial and economic activity analysis should be organized and conducted regularly in order to make more effective business decisions. Therefore, methodological aspects of financial and economic performance analysis are important to research on the purpose of further developing this type of analysis.

BIBLIOGRAPHY:

1. Abryutina M.S. Economical analysis of Trade activity: Textbook Moscow: Delo and Service, 2005 – p.286. (Абрютина М.С. Экономический анализ торговой деятельности: Учебное пособие. – М.: «Дело и Сервис», 2005. – p.286.)
2. Alekseeva A.I. et al. Complex economic analysis of economic activity – Moscow: «Finance and Statistics» publishing house, 2006. – p.34.
(Алексеева А.И. и др. Комплексный экономический анализ хозяйственной деятельности. – М.: Издательство «Финансы и статистика», 2006. – p.34.)
3. Kravchenko L.I. Analysis of economic activity in trading, Moscow: New Knowledge, 2006. – p.3. (Кравченко Л.И. Анализ хозяйственной деятельности в торговле. – М.: Новое знание, 2006. – p.73.)
4. Grachev A.V. Analysis and management of financial stability of an enterprise, Moscow: Fin Press, 2016 – p.211 (Грачев А.В. Анализ и управление финансовой устойчивостью предприятия: – М.: Финпресс, 2016. – p.211.)



Aynaqulov M.A.,
Jizzax Politexnika Instituti «Iqtisodiyot va
menejment» kafedrası dotsenti,
iqtisod fanlari nomzodi

INSON KAPITALINI O'LCHASH VA BAHOLASH USULLARI

МЕТОДЫ ИЗМЕРЕНИЯ И ОЦЕНКИ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА

METHODS OF MEASUREMENT AND EVALUATION OF HUMAN CAPITAL

Abstract. *Maqolada inson kapitali to'g'risida tushuncha, shuningdek, uni baholash va o'lchash bo'yicha urinishlar davomiyligi va uni tizimlash asosida inson kapitalini o'lchashning asosiy yondashuvlari, ya'ni, tabiiy ko'rsatkichlardan foydalangan holda inson kapitalini o'lchash (keltirilgan baholar), o'tgan harakatlarni baholash asosida inson kapitalini o'lchash, yo'naltirilgan sarmoyalarni qaytarilishini baholash asosida inson kapitali zahirasini o'lchash kabi usullar keltirilgan.*

Kalit so'zlar: *kapital, mashg'ulot, oliy ta'lim, o'rta-maxsus ta'lim, unvestitsiya, sarmoya, o'lchash va baholash, intellektual, ish haqi.*

Аннотация: *в статье приведены понятие человеческого капитала, а также, основные подходы к измерению человеческого капитала, основанные на продолжительности попыток его оценки и измерения его систематизации, т.е. измерения человеческого капитала с использованием естественных показателей (представительные оценки), измерение человеческого капитала на основе оценки прошлых действий, измерение резервов человеческого капитала на основе оценки отдачи направленных инвестиций.*

Ключевые слова: *капитал, занятия, высшее образование, среднее-специальное образование, инвестиции, измерение и оценка, интеллектуальный, заработная плата.*

Annotation: *The article presents the concept of human capital, as well as the main approaches to measuring human capital, based on the duration of attempts to assess it and measure its systematization, i.e. measuring human capital using natural indicators (representative estimates), measuring human capital based on an assessment of past actions, measuring human capital reserves based on an assessment of the return on directed investments.*

Keywords: *capital, occupations, higher education, vocational education, investment, measurement and evaluation, intellectual, wages.*

So'ggi yillarda capital kontseptsiyasi nafaqat tashkilotlarning faoliyati, kapitalning investitsiya imkoniyatlaridan samarali foydalanish va uni ko'paytirish bilan, balki inson kapitaliga asoslangan ijtimoiy shakllanishning ijtimoiy tarkibiy qismlari, uni shakllantirish, saqlash va xarajatlarning eng yuqori sarmoyasi bilan ham aniqlandi, bu ham kompaniyaga, ham uning xodimlariga eng yuqori daromad olishga imkon beradi. Inson kapitalini shakllantirish - uni