



FACTORS OF MANAGING AND RESOLVING CONFLICTS: THE CASE OF NAVOI REGION

Elov Olimdjon Komilovich

Navoi State University, " Geography and
Basics of Economic Knowledge." Lecturer

Iroda Niyatova

Navoi State University, 3rd-year student
at "School Management.

Toshtemirova Malika

Navoi State University, 3rd-year student at
"School Management.

E-mail: mr.olimdjon@gmail.com

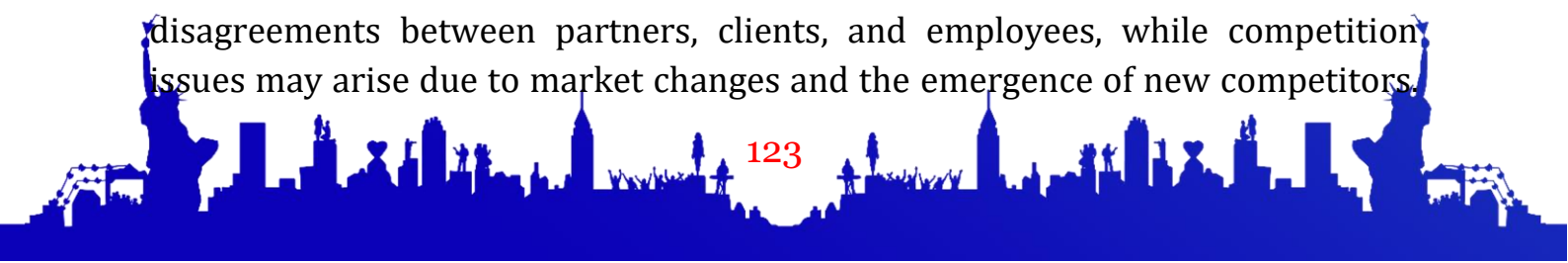
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Abstract. This article analyzes the main factors for managing and resolving conflicts in entrepreneurship in the Navoiy region. The causes of conflicts in business, their impact, and effective approaches that entrepreneurs can apply are examined. The legal, economic, and social aspects of entrepreneurship and their role in minimizing conflicts are discussed. Additionally, the importance of legal literacy, strategic planning, mediation, and market monitoring in preventing and effectively managing conflicts is highlighted. This article is prepared with the aim of helping entrepreneurs and professionals understand conflict management strategies and contribute to the stable development of the business environment.

Key words: Navoiy region, Entrepreneurshi, Conflict management, Disagreement Dispute, Mediation, Legal basis, Strategic planning, Market monitoring, Competition, Economic stability

Introduction. Entrepreneurship is one of the key areas of economic activity, serving the development of innovation, job creation, and overall economic stability. However, it is natural for various conflicts to arise in the process of doing business. Navoiy region, being one of the developing centers of industry and entrepreneurship, hosts many active business entities. This article discusses the main factors in managing and resolving conflicts in entrepreneurship.

Conflicts in business can arise for various reasons. Financial issues may lead to delayed payments, credit problems, and disputes with investors. Legal issues may stem from unclear contract terms, non-compliance with laws, and tax-related problems. In addition, business relationships may result in disagreements between partners, clients, and employees, while competition issues may arise due to market changes and the emergence of new competitors.





The allocation of resources can also create problems within the enterprise's production process.

Entrepreneurs can use various methods to manage conflicts. Resolution through mutual agreement allows the parties to protect their interests while reaching a consensus. The mediation method involves a third-party facilitator to help resolve disputes, which can be quicker and more effective than court proceedings. Relying on a legal basis involves adhering to contracts and laws to prevent conflicts. Developing internal regulations allows companies to create specific rules to prevent internal conflicts. Moreover, a psychological approach helps maintain polite and constructive communication with staff and clients, preventing misunderstandings from escalating into full conflicts.

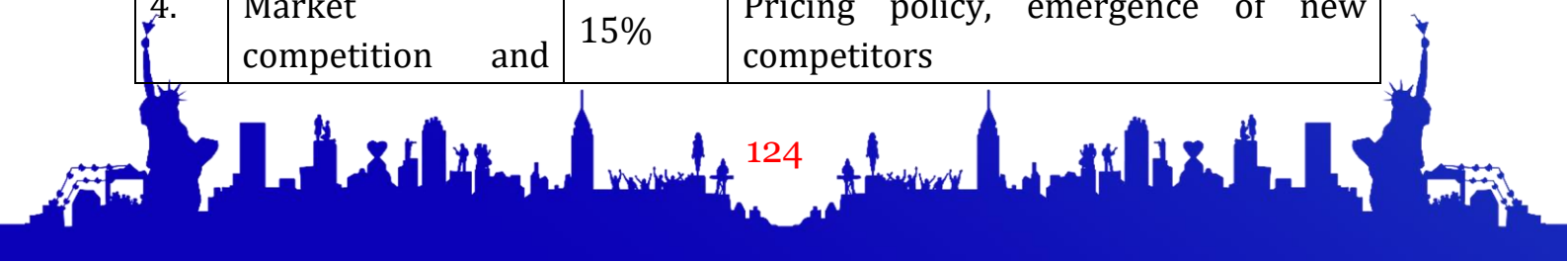
In the Navoiy region, preventing and resolving entrepreneurial conflicts depends on factors such as legal literacy, open communication, strategic planning, market monitoring, and employee motivation. Legal literacy helps entrepreneurs understand their rights and obligations. Open communication contributes to transparent interaction within the company and with partners, helping to prevent conflicts. Strategic planning allows businesses to prepare for the long term and avoid potential future disputes. Market monitoring helps analyze competitors and customer needs. Motivating employees reduces the risk of internal conflicts.

Statistical Indicators on Conflict Management and Resolution Factors

Indicators		Amount (%)	Notes
1.	Overall incidence rate of conflicts in business	36%	Out of 100 enterprises, 36 experienced at least one conflict situation per year

Distribution by causes of conflicts

Causes		Amount (%)	Notes
1.	Financial problems	40%	Payment delays, debts, credit disputes
2.	Legal issues	25%	Contractual contradictions, tax and licensing matters
3.	Internal management and employee conflicts	20%	Misunderstandings among workers and staff
4.	Market competition and	15%	Pricing policy, emergence of new competitors





	external factors		
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Methods used for conflict resolution

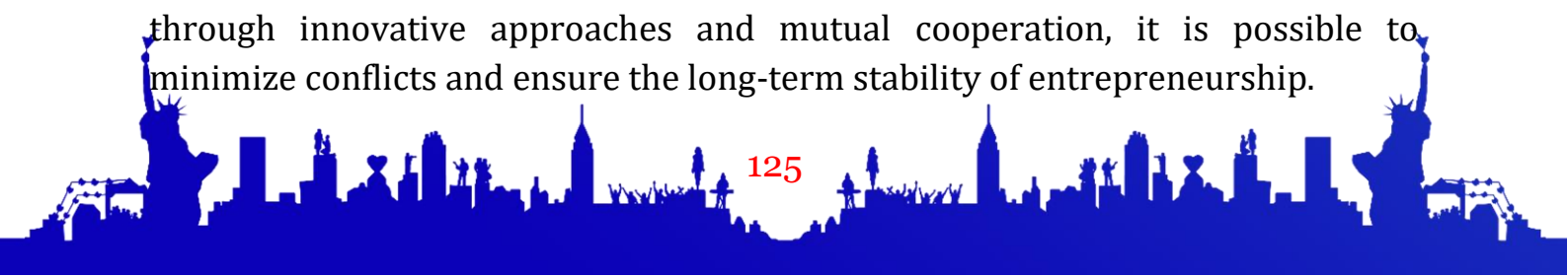
Methods		Amount (%)	Notes
1.	Resolved through agreement (compromise)	45%	Majority chose mutual agreement
2.	Through mediation	20%	Via an independent mediator
3.	Resolved through court	25%	Formal court procedures
4.	Unresolved or prolonged conflicts	10%	Cases that have not yet been resolved

Additional indicators

Indicators		Amount (%)	Notes
5.	Level of legal literacy among entrepreneurs	61%	Enterprises with permanent legal advisors for consultation
6.	Enterprises applying strategic planning	48%	Approach that anticipates risks
7.	Entities continuously conducting market monitoring	33%	Monitoring competitors and customer markets
8.	Using psychological approaches to prevent internal conflicts	22%	Training, motivation, internal communication tools

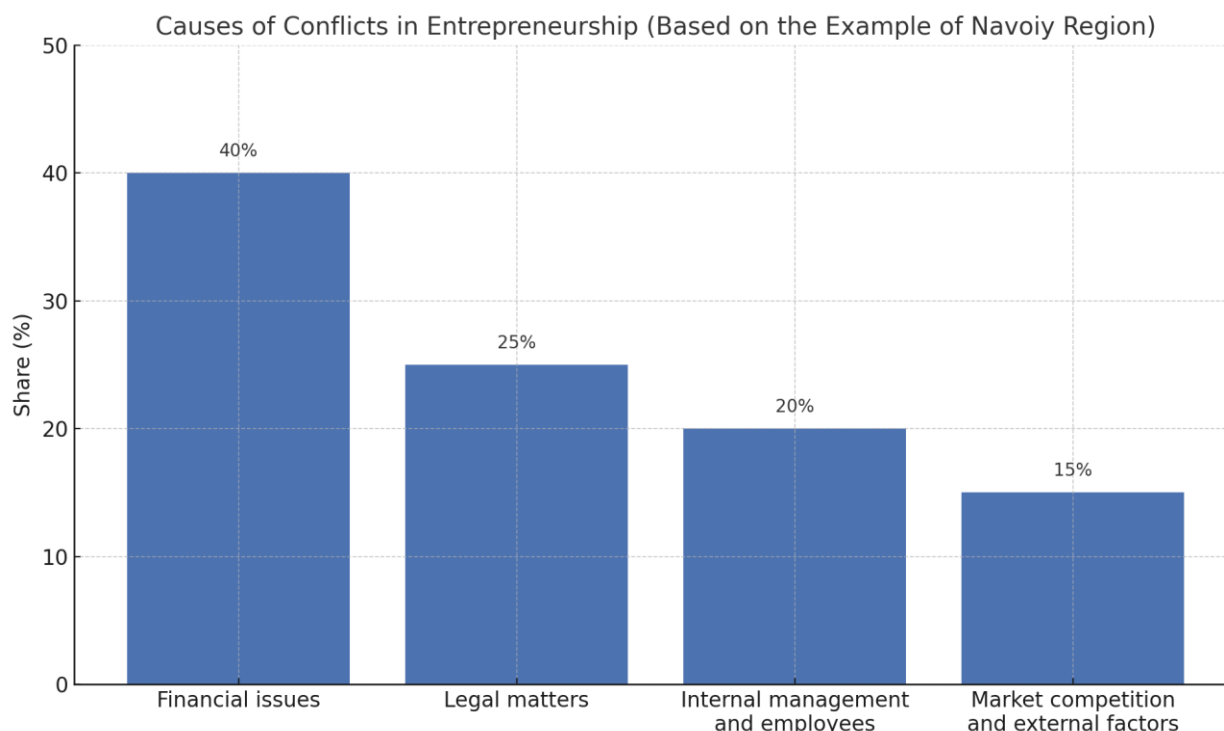
An approximate analysis based on business entities in the Navoiy region as of the end of 2024.

Managing conflicts is crucial for the development and sustainable operation of entrepreneurship in the Navoiy region. If entrepreneurs consider legal, financial, and social factors while using appropriate conflict prevention and resolution methods, the business environment can develop further. In the future, through innovative approaches and mutual cooperation, it is possible to minimize conflicts and ensure the long-term stability of entrepreneurship.





It shows the causes of conflicts in entrepreneurship in the Navoiy region along with their respective shares.

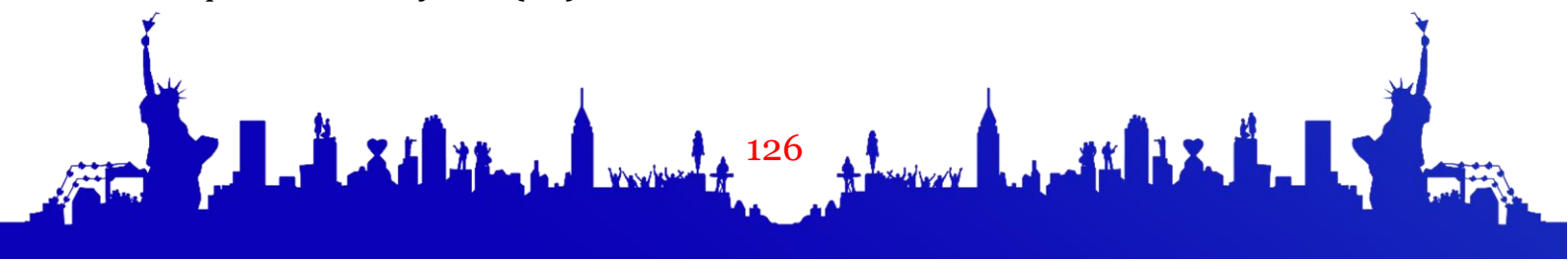


An approximate analysis based on business entities in the Navoiy region as of the end of 2024.

Conclusion. In the Navoiy region, conflict management plays a crucial role in the development and sustainable operation of entrepreneurship. If entrepreneurs use methods to prevent and resolve conflicts by considering legal, financial, and social factors, the business environment can be further improved. In the future, by minimizing conflicts through innovative approaches and mutual cooperation, entrepreneurship can achieve greater sustainability.

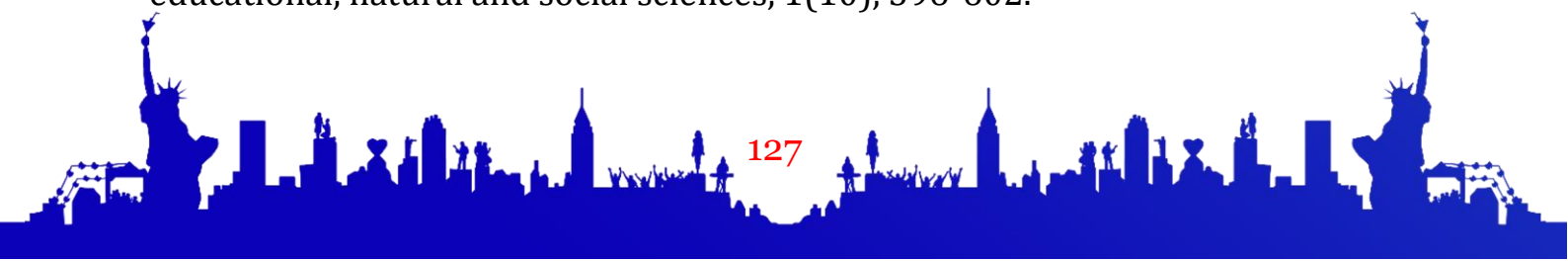
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