

DEVELOPMENT OF MASS SPORTS IN INSTITUTIONS AND ORGANIZATIONS**Utkirov Nusrat Kamilovich**

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Annotation: This article covers the need, importance and practical ways to develop mass sports in organizations. Particular attention is paid to the role of mass sports in the formation of a healthy lifestyle in labor communities, increasing the physical activity of employees and ensuring productivity of work. The analysis shows that in organizations that have introduced sporting events, the socio-psychological environment improves, loyalty to work increases, and wellness indicators become higher. The article provides suggestions and recommendations for the formation of a sports culture in organizations, the introduction of intramural sports programs, the development of sports infrastructure and the promotion of employees.

Keywords: mass sports, organization, healthy lifestyle, employee health, physical activity, sports activities, motivation, labor productivity

INTRODUCTION

Today, the role of mass sports in organizations in promoting a healthy lifestyle, increasing the physical activity of employees and ensuring the effectiveness of professional activities is incomparable. Sports serve not only health strengthening, but also socio-economic goals such as creating a positive psychological balance in the work environment, uniting the team, increasing labor productivity.

The importance of the development of mass sports in organizations

- Health: physical activity improves the health of employees, reduces the risk of diseases.
- Strengthening community: through sports competitions and training, social intimacy, mutual respect and team spirit are formed among the staff.
- Fight Stress and fatigue: Sport also improves mental state along with the body, reducing stress at work.
- Increased productivity: healthy employees work more actively, sustainably and more efficiently.

Ways and forms of development

The development of mass sports in organizations is carried out in the following ways:

a) development of intramural sports programs:

- Projects " healthy body-active employee •
- Weekly sports days (e. g. " sports Friday
- Post-work wellness training

b) provision of sports facilities:

- Organization of mini-gyms, sports corners on the territory of the organization
- Creation of outdoor sports fields, treadmills

c) Organization of sporting events:

- Sports holidays, spartakiads, competitions
- Domestic tournaments in various sports (football, volleyball, table tennis, etc

d) employee incentives:

- Draw games, awards for active participants
- Introduction of nominations such as " most athletic department

Examples from the experience of Uzbekistan

- Many large enterprises, banks, universities have opened gyms for employees.
- Such actions as perfect generation 5000 steps for a healthy life are actively held not only in schools and neighborhoods, but also in the cross section of organizations.
- In accordance with the labor code, some organizations allocate special time for employees to play sports.

Main part

1. Socio-economic importance of mass sports

The formation of a healthy lifestyle in modern society is one of the most important directions of state policy. Especially through the development of mass sports in labor communities, public and private organizations, it is possible to strengthen the health of employees, reduce stress levels, increase productivity.

Mass sports is not a professional sport, but a form of physical activity that serves to keep every citizen healthy regardless of age, physical condition, and occupation. Through the development of this direction in organizations, a healthy, sustainable and motivated workforce is formed.

2. The state of the development of mass sports in organizations

Today, many organizations, especially large enterprises and higher education institutions, organize domestic sports events. But in small and medium-sized enterprises, this process has not yet been sufficiently established. Problems include:

- Lack of sports facilities and equipment
- Leadership's apathy towards sports
- Lack of motivation system within the organization
- Low culture of physical activity among employees

Therefore, it is necessary to support this area at the level of Public Policy and corporate governance.

3. Ways to develop mass sports

a) introduction of intramural sports programs

Wellness sports programs must be developed in each organization. For example, physical activity is popularized through light and entertaining forms such as "weekly Sports Day", "morning exercise", "number of steps" competition.

b) systematic organization of sporting events

- Inter-organizational spartakiads
- Annual sports festivals
- * Separate wellness programs for women and youth

Through these activities, communalism among employees increases, the mental atmosphere at work becomes healthier.

c) creating a sports infrastructure

- * Mini gyms
- Rest zones (for stretching, yoga)
- Bike parking, treadmills

d) use of digital tools

Controlling physical activity through mobile applications (such as the "5000 steps" campaign), wellness blogs, online training also increase interest among employees.

4. Positive results of mass sports in organizations

The constant Organization of mass sporting events leads to the following effects:

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Direction	Natija
Health	Diseases are reduced, employees remain
Productivity	Attention, speed increases
Psychological environment	Stress decreases, communalism increases
Personnel stability	Employee loyalty to work increases

5. Existing legal framework

The decision of the president of the Republic of Uzbekistan on October 30, 2020 PQ-4881 sets out important measures for the promotion of physical activity in organizations and the widespread introduction of mass sports. It is also supported by the state to create a healthy environment in enterprises and institutions on the basis of the National Program "healthy lifestyle".

Conclusion

The development of mass sports in organizations is one of the pressing issues of today. It plays an important role in the formation of a healthy society, increasing economic efficiency and ensuring social stability. When each organization introduces a sports culture according to its potential, it not only creates a healthy environment in the workplace, but also serves to increase the level of physical activity at the national level.

Suggestions and recommendations

1. Creation of sports infrastructure

- Each organization should organize a sports field, mini-hall or sports corner according to its capabilities.
- Discount subscribers can be offered to employees in cooperation with existing sports facilities near the workplace.

2. Permanent establishment of domestic sporting events

- Conduct "organization spartakiad" quarterly or once a year.
- Encourage teams with nominations such as "most athletic section" or "active participant".

3. Introduction of wellness training

- Introduction of morning exercise at least 1-2 times a week (5-10 minutes).
- Conducting short exercises (stretching, simple movements) in a team form after work or after lunch.

4. Establishing motivational and stimulating systems

- To give material and spiritual rewards to employees who actively participate in sporting events.
- Additional benefits for employees who follow a healthy lifestyle (q of daily working hours)

Final recommendation

In order to form a healthy lifestyle in an organization, it is necessary to introduce sports as a social value, and not as mandatory. In this, sport is not physical activity, but a means of creating a healthy team, productive work and a positive work environment.

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