

STRATEGY FOR THE TRAINING OF SPIRITUAL SPECIALISTS IN THE NEW UZBEKISTAN

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Abstract: Today, Uzbekistan's rapid implementation of large-scale reforms in all spheres is directly related to the fact that it is continuously being filled with mature staff. On the way, promising programs are being created in the country, and it is being implemented based on today's requirements. This article analyses the new approaches in the system of personnel training in Uzbekistan.

Keywords: personnel reform, education, innovation, techno-park, social sphere, economy, higher education, strategy.

Currently, the most effective forms and means of training mature specialists are being developed in the personnel training policy of leading countries. The power of any country is determined by the potential of mature personnel formed in this region.

Each society's ability to realize its identity is inextricably linked with its past and ethno-specificity. It is known from the history of countries in the world that one of the social and political problems that decide the fate of nations depends on the training of mature personnel. If any country faces a crisis, it can be considered that its potential is due to a decrease in the activity of mature personnel. In today's world, the task of training mature personnel is more important than ever, and based on reforms and scientific research conducted in this field, stereotypes and factors that need attention have been formed.

In this regard, it is important to examine the general and individual experiences, the connection of the national heritage and values in this field with the current era, the issue of mature personnel training, theories on improving the personnel training system in the field of socio-philosophical sciences, and scientific-theoretical consideration of subject-specific concepts. Have

At the moment, studying and analyzing the experiences of developed countries related to personnel training, developing recommendations for introducing their acceptable aspects into the national education system, and improving the experiences related to personnel training technologies, mechanisms, and methods of our country based on new and democratic principles in the years of independence are also making the topic more relevant.

The fact that President Shavkat Mirziyoyev stated that "...we need to pay more attention to human capital, and for this, we must mobilize all the possibilities" indicates

that there are problems that need to be solved in this area.[1. 12 p.] - it is necessary to be globally competitive in the field of science, intellectual potential, modern personnel, high technologies" - as it can be seen that the need for mature personnel is increasing year by year.[2] In the following years of our country's independence, the rapid development and huge reforms implemented throughout our country require an approach based on international experiences as well as national cultural characteristics in the mature personnel training system. Today, it is necessary to unite the people towards a great future and ambitious goals, to achieve that each future person will always feel responsible for the happiness of the single Motherland, to be worthy of the priceless heritage of our ancestors, national values and traditions, to form perfect people with high virtues, and to make them great creative works in our country. , the need to be encouraged to be an active participant, in turn, creates the need for special research into the characteristics of self-sacrifice, increasing the thirst for modern knowledge.

It is known that in the years of independence, one of the most important strategic directions of the activity of the state of Uzbekistan has been the issue of raising a mature generation. To raise a healthy and well-rounded generation in our country, to realize the creative and intellectual potential of young people, and to create the necessary conditions and opportunities for the young men and women of our country to grow up as well-rounded and well-rounded individuals who fully meet the requirements of the 21st century. implementation is the strategic goal of the activity in this regard.

The President of the Republic of Uzbekistan, Shavkat Mirziyoev, in every speech, puts forward the opinion that the comprehensive development of our country depends on the hard work and action of all of us.

No matter what direction we are talking about today, it all boils down to shots and shots. Without a positive solution to this issue, we cannot achieve our strategic goals. Moreover, it will be difficult to build the bright society that we all dream of. This is done only by comparing, analyzing, and developing effective methods and alternative solutions with the previous and current period of training of mature specialists. In this case, from the leaders working in the field of personnel training to junior employees, it is necessary to show enthusiasm in the way of fulfilling their duties seriously.

Based on the requirements of the Resolution of the President of the Republic of Uzbekistan No. PQ-2909 dated April 20, 2017 "On measures to improve the higher education system", raising the quality of education to a high level by the requirements of reforms in the social and economic spheres, as well as further improving the control of the quality of education in the continuous education system, to implement the state policy in the field of monitoring the quality of personnel training and the objective evaluation of the effectiveness of the educational process, the adoption of the Cabinet

of Ministers' Decision "On the organization of the activities of the State Inspectorate for the Control of the Quality of Education under the Cabinet of Ministers of the Republic of Uzbekistan" will also serve to eliminate the problems in the system.... [4]

Adult training is a dynamic process that is always in motion and involves three aspects. More fully, it combines the perspectives of cognition, evaluation, and behavior. These parties themselves consist of several stages. For example, the stage of knowledge of mature professional personnel includes such qualities as knowledge, awareness of reforms, and consciousness, and the stage of assessment consists of judgments, values, and norms. The behavioral stage embodies such features as activity, patriotism, nationalism, internationalism, and interethnic relations, which are mainly implemented in social programs in the training of mature personnel. In the same way, the high spiritual heritage created in the history of the East and our nation, which brought its own culture and enlightenment to the development of humanity and world civilization, should be expressed in every field.

In this regard, the President of the Republic of Kazakhstan, in his speech at the video selector meeting held on January 19, 2021, under the chairmanship of the President, on the issues of fundamental improvement of the system of spiritual and educational affairs and strengthening the cooperation of state and public organizations in this regard, said: "If the body of society's life is the economy, then its soul and spirit is spirituality. As we decide to build a new Uzbekistan, we rely on two strong pillars. The first is a strong economy based on market principles. The second is a strong spirituality based on the rich heritage of our ancestors and national values" [3] - he emphasized. There is no doubt that an expert staff who fully understands this reality will show only positive indicators in the way of the country's development.

It is necessary to pay attention to three main paradigms:

1. It is necessary for mature specialist personnel to approach the ideas, views, norms, and rules that determine the basis of power and system, social processes management, stabilization of the state structure and its political system, and solving various political problems with their scientific observations.

2. The behavioral aspect of the culture of mature professional personnel includes, first of all, social and political activity. If there is no socio-cultural activity, the expert culture will not be formed.

3. In accelerating the process of formation of a well-rounded staff, traditions preserve, enrich, and pass on the achievements of one generation to the next generation. The consistency of the formation of the personnel system and the mechanism of their retraining should be continued based on periodic skills.

When we study examples of economic growth, such as the Japanese miracle and the Korean nature, we first see that the main emphasis was placed on the fundamental development of the nation's thinking. The introduction of strategic solutions to

eliminate the identified problems in our country has been launched step by step. The main thing is to change our national thinking and views, besides, in the minds of the growing generation, we need to unite under the idea that we are all responsible for the development of this country.

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