

Psychological Characteristics Of Determination Of Important Professional Qualities In Professional Choice

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Abstract: This Article Provides A Psychological Analysis Of The Theoretical And Practical Aspects Of Career Choice, And Theoretically Explores The Relationship Between The Professional Qualities Of Public Order Workers And The Motive For Career Choice In Terms Of Cause And Effect.

Keywords: Professional Activity, Professional Qualifications, Job Application, Subject Of Labor, Individual-Psychological Characteristics, Professional Quality, Motive For Choosing A Profession.

Each Profession Has Its Own Functions And Requires The Employee To Apply Elements Of Physical Training, As Well As Certain Knowledge, Skills And Competencies, In The Performance Of Professional Duties And, In Extreme Cases, Certain Functions. As A Result Of The Intensive Application Of Scientific And Technical Achievements In Society, The Set Of Personal Requirements For The Subjects Of The Profession Is Expanding. Therefore, The Implementation Of Diagnostics Of The Level Of Suitability, Psychological And Physical Strength Reserves Of Citizens Wishing To Take Up The Profession To Perform The Duties Performed In The Profession Is Becoming More Institutionalized.¹ At The Same Time, The Practice Of Psychological Choice Of Profession, The Study Of Subjects Who Wish To Acquire Mental And Personal Characteristics Of The Subject Through Metric Methods Is Becoming More Relevant In Terms Of Ensuring The Effectiveness Of Professional Activity. Today, In A Number Of Countries, The Qualities Required Of A Subject To Perform Professional Functions Have Been

¹ Samarov R. Problems of psychological readiness of servicemen for military service // The science of psychology in the XXI century. Proceedings of the international scientific-practical conference. - T.: Universitet, 2002. - P.97-98.

Systematically Studied, And Positive Experiences Have Been Formed In The Formation Of Some Qualities And The Correction Of Some In Terms Of The Degree Of Conformity. Because The Subject Of Activity Is Its Main Component, Which Determines The Performance Of Subject Actions By The Subject Performing Professional Duties. The Clear Logical Structure Of The Subject Of Activity Determines The Formation And Development Of The Professional Consciousness Of The Subject, Which Is A Service Activity. This Process, In Turn, Requires The Subject To Determine The Subject Of Activity In The Selection Practice For The Profession. If, In Order To Ensure The Professional Activity Of A Psychologist, The Conditions, Exo And Endo Factors Affecting The Practical Application Of Professional Knowledge, Skills And Abilities Acquired To Provide Practical And Psychological Assistance To Another Person Are Selected, The Subject Of Professional Activity Of A Public Security Officer A Person Who Embodies All The Individual Characteristics, I.E. Character, Worldview, Habit, Constitutional Structure, Has A Separate Micro World, Has A Negative Attitude Towards The Law, Has A Deformation In The Psyche, Consciousness And Morals. E.V. Skvortsova Points Out That It Is Impossible To React Without A Clear Definition Of These Properties, Without Knowledge Of Them, That Is, To Give A Psychological Conclusion.¹ S. Rubinstein "In The Process Of Labor, The Subject Of Labor Not Only Creates Any Product, But The Subject Itself Is Formed In The Process Of Labor. During The Work, A Person's Abilities, Character Are Formed And Refined, The Principles Of His Worldview Become Practical, "He Said.² The Reason Why We, The Psychologists And The Representatives Of The Sectoral Service Responsible For Maintaining Public Order, Have Taken A Comparative View Of The Subject Of Labor Is That In Both Cases The Object Of Labor And The Subject Of Labor Are All Human Beings. The First Is The Need To Get Practical Help From A Psychologist To Regulate His Life And Activities, The Second Is The Need To Have The Supervision Of A Specialist Who Provides Public Order To Comply With The Requirements Of The Adopted Law And Ethical Norms. The Results Of The Theoretical Analysis Show³ That The Second Is That The Professional Development Of A Specialist Responsible For Maintaining Public Order Is Also Particularly Affected By The Circumstances, Which Can Be Summarized As Follows:

1. The Subject Of Labor Is Another Person (Often Criminals With Different Physical Structures);
2. Setting A Clear Goal At Work At The Subjective Level (Individual Assessment Of The Operational Situation And Decision-Making);
3. Legitimacy Of Every Action In The Labor Process (Demonstration Of A Different Model Of Behavior);
4. Performance Of Work Tasks Under Various Stresses (Conflict Communication, Publicity Of Professional Activity, Application Of Social Control).

In The Work Of A Psychologist, Indicative Indicators Such As 1-, 2-, 4- Are Similar, With A Positive

¹ E.V. Skvortsova Psychological and pedagogical rehabilitation of police officers in a situation of professional deformation of the personality // - Moscow, 2007. - P.8.

² Rubinstein S.L. Fundamentals of General Psychology. - Moscow: Pedagogy, 1989 .-- S. 50.

³ Tolochev V.A. Modern labor psychology. - SPb .: PETER, 2005 .-- 379 p.

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Attitude, Spiritual Creativity Dominating. That's Probably Why We Can Point Out Choices Such As Medical (Medical Selection Is Conducted To Determine The Level Of Formation And Activity Of The Human Body), Physiological (Physiological Selection Is The Evening Shift, Physical, Stress As A Result Of Various Information, In Extreme Situations, The Exact Functional Status Of The Person In Different Situations Pedagogical Selection (Pedagogical Selection Is Aimed At Assessing The Formation Of Special Knowledge And Skills Of The Employee) And Psychological Selection (Subject's Motivational Area, Mental Area, Emotional Area, Cognitive Area, Etc.). Among Them, The Type Of Selection, Which Is Constantly Improving, Is A Psychological Selection, The Purpose Of Which Is To Increase The Effectiveness Of Professional Activity In The First Stage Of The Candidate's Professionalization.¹

In Our Opinion, The General Idea Of The Purpose Of The Selection Of Candidates For The Profession Is: "Selection Of Specialists (Employees) For The Institution / Office Who Are Able To Perform Professional (Service) Functions, The Required Level Of Quality." At The Next Stage, The Issues Of Professional Training, Professional Development Ensuring The Effective Conduct Of Professional Adaptation, Which Is The Direct Responsibility Of The Institution / Office Psychologist. This Is Because The Increase In The Efficiency Of The Specialist Is Characterized By Productivity, Which Is Expressed In Qualitative And Quantitative Indicators, Accuracy And Speed Of Actions In The Field Of Professional Tasks, Maintaining High Quality Performance Of Professional Duties And Responsibilities Within A Specified Time And Place. This Is Why Every Line Service Leader Is Interested In Having Highly Professional And Personally Trained Staff.

While The Diploma Of A Candidate In Law Plays An Important Role In The Psychological Competition For The Profession, It Is Necessary To Take Into Account The Scope Of Tasks Performed By The Psychological Specialist, Professional Conditions And Individual Decision-Making In Different Situations. For Example, If We Take Into Account That The Employees Responsible For Maintaining Public Order Perform The Following Tasks Within The Profession / Service, It Can Be Observed That Their Professional Suitability Is Determined On The Basis Of Scientific Methods, Directly Aimed At Improving Service Performance. During Their Activities They Performed The Following Activities:

- Maintenance Of Public Order;
- Disarmament Of Armed Persons;
- Crime Prevention;
- Prevention Of Mass Riots;
- Protection Of Property Of Citizens In The Event Of Man-Made Disasters;
- Protection Of Property Belonging To The Protected Structure

This Situation, In Turn, Requires The Implementation Of A Psychological Description Of Their Activities. The Psychological Description Of The Activity Allows Not Only To Improve The Management Process, But Also To Identify The Professional Equipment Used In The Activity, Equipment, Interaction, Determination Of The Type Of Professional Clothing And A Number Of Other

¹ B.V. Kulagin Fundamentals of professional psychodiagnostics. Monograph. - L.: Medicine, 1984. -P. 48.

Specific Issues.¹ The Psychological Description Of The Activities Of Employees Who Are Responsible For Maintaining Public Order Has The Following Content:

- The Activity Of Employees Responsible For Maintaining Public Order Is A Type Of Public Service, The Performance Of Which Is Determined By Law. They Wear Special Clothing (Uniforms) To Perform Title And Service Duties;

The Activities Of Employees Responsible For Maintaining Public Order Are Based On The Principles Of Legality, Humanism, Respect For Human Rights, Protection Of Public Interests;

Measures To Combat Crime And Maintain Public Order Shall Be Carried Out On The Basis Of Legal Norms, For Which Special Methods And Means Shall Be Used;

Employees Responsible For Maintaining Public Order Are Given A Certain Amount And Scope Of Authority, The Purposeful And Appropriate Use Of Which Depends On The Level Of Professional Knowledge, Skills, Qualifications And Professional Consciousness Expressed In Them;

Employees Responsible For Maintaining Public Order Have The Power To Influence The Prevention And Suppression Of Crime In The Course Of Their Professional Activities (As A Psychological System: The "Employee-Offender" Relationship), To Call For Discipline, To Reprimand For The Prevention Of Various Offenses And Crimes , Applies Fines, Etc .;

Employees Responsible For Maintaining Public Order Also Have To Perform Their Professional Duties In A Variety Of Situations, Sometimes In A Conspiratorial Manner, All Of Which Requires Psychological Training;

The Activities Of Employees Responsible For Maintaining Public Order Are Characterized By The Impact Of Various Stressful Factors, Including: Time Constraints, Lack Of Information, The Need To Work Around The Clock, And The Social Environment Factor Has A Special Impact On Their Activities.

It Is Known From Labor Psychology² That The Success Of Employees 'Service Activities Is Related To Their Work Motivation. Therefore, It Is Recommended To Take Into Account The Following Motives In The Process Of Career Guidance And Psychological Competition:

- Indicate The Aspects Of The Institution That Require An Interesting And Creative Approach In Describing Its Activities;

- The Purpose Of The Formation Of Professional Honor, Professionalism And Professional Pride In The Process Of Professional Education Of Employees;

- Making Sure On The Basis Of The Evidence Concerning Growth, Professional Competence And Prospects Of Service Of Employees;

- Creating A Positive Environment In The Service Community By Preparing Working Conditions.

Here We Focus On The Results Of The Questionnaire "Identification Of Factors Influencing The Choice Of Profession." The Majority Of Respondents (30% (Men And Women) Said That Their Choice Of

¹ Emmons R. Psychology of higher aspirations: motivation and spirituality of personality. - M .: Smysl, 2004 .-- 416 p.

² Tolochev V.A. Modern labor psychology. - SPb .: PETER, 2005 .-- 379 p., Skvortsova E.V. Psychological and pedagogical rehabilitation of police officers in a situation of professional deformation of the personality // Abstract. - Moscow, 2007 .-- P. 23.

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Profession Was Influenced By Certain Events In Their Lives) Showed That They Were Attracted To This Profession With Enthusiasm, That Is, To Participate Directly In Saving People's Lives. 22% Of Respondents (Mostly Men) Indicated That Professional Attire Was Attractive, While 18% Of Respondents (Women) Indicated That They Were Born Responsible For Maintaining Public Order, I.E.. . These Indicators Require A Number Of Psychocorrectional Measures For The Institutional Psychologist. 15% Of Respondents Indicated That They Chose This Profession Because Of The Quality And Guaranteed Social Protection System For Public Order Workers. In Our Opinion, This Category Of Respondents Indicated That They Had Social Problems, Family Lifestyle, Or Social Problems In The Area Where They Lived. These Indicators Require A Number Of Psychocorrectional Measures For The Institutional Psychologist. 15% Of Respondents Indicated That They Chose This Profession Because Of The Quality And Guaranteed Social Protection System For Public Order Workers. In Our Opinion, This Category Of Respondents Indicated That They Had Social Problems, Family Lifestyle, Or Social Problems In The Area Where They Lived. They Also Indicated That In Order To Overcome Or Get Rid Of These Problems, 13% Of Respondents Chose This Profession To Show Their Talent, That Is, To Show What They Are Capable Of In Front Of Their Relatives And Acquaintances.

When Conducting A Psychological Choice Of Profession, It Is Advisable To Approach It By Conducting An Institutional Analysis Of The Set Of Tasks Facing The Institutions.¹ This, In Turn, Requires Psychologists To Take An Autonomous Approach To The Process Of Career Selection And Appointment. This Is Because The Stages Of A Person's Professionalization Have Their Own Dynamics, In Which Should Be Taken Into Account:

- The First Stage: "Employee's Mastery Of Their Professional Duties" At The Age Of 17-25;
- The Second Stage: "Achieving Professional Results" At The Age Of 25-40;
- The Third Stage: "To Be A Master Of The Profession" At The Age Of 40 And Older

In This Process, Socio-Psychological Factors (Personal And Interpersonal Relationships) And The Mechanism Of Ensuring Efficiency (Organizational Management, Current Order, Social Partnership, Personal Relevance, Etc.) Have Their Influence. This, In Turn, Requires The Targeted Use Of The Outcome Of Psychological Teachings In Management.

It Is Recommended To Conduct A Psychological Competition For The Profession On The Basis Of The Order Of The Institution, Paying Attention To The Following Aspects Of The Candidate's Personality:

- Professional Mnemonic Characteristics Of The Candidate (Memory Capacity, Speed Of Recall, Robustness Of Mastered Materials, Clear And Fast Retrieval Of Information, Readiness Of Memory For Quick Retrieval). There Is A Role For Professional Memory, Random Access Memory (Total Memory Size Is Measured In 7 ± 2 Units Of Information);
- Professional Imaginative Features Of The Candidate: Ability To Distinguish Different Objects

¹ Zhou X. The institutional logic of occupational prestige ranking: Reconceptualization and reanalyses // American journal of Sociology. 2005. Vol. 111. P. 90-140.

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/ Images On The Basis Of Signs On The Scale And Scope Of Direct Imagination;

- Characteristics Of The Candidate's Professional Thinking: General, Social And Special Intellects Are Reflected In The Performance Of Professional Tasks;
- The Professional Attentive Characteristics Of The Candidate: Taking Into Account The Divisibility, Size, Stability, Distribution And Migration Of Attention To Ensure The Content Of The Employee's Activities.

The Main Components Of The Above Indicators Can Be Improved Or Combined In Terms Of Quantity And Quality, Depending On The Function Of The Institution / Organization.

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