

PROFESSIONALISM OF A SPECIALIST

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Currently, people from different fields of activity and walks of life are trying to learn what professionalism is, how to outline and implement a scenario for their future professional life. Interest in these issues is caused by the fact that, according to A.K. Markova, the time of professionals is coming, when everything that is truly professional is highly valued, when a cult of professionalism is taking shape in society.

The psychology of professionalism is one of the branches of labor psychology. Labor psychology is a system of psychological knowledge about work as an activity and about the working person as its subject. Labor psychology studies the manifestation and development of the human psyche during labor, as well as the compliance of the process and result of labor with the qualities of an individual with the requirements of the profession. In addition, labor psychology considers career guidance, vocational selection, labor protection, vocational training and specialist development design, vocational adaptation, professional certification, etc.

The psychology of professionalism reveals the conditions and patterns of a person's advancement towards professionalism in his work, changes in the human psyche in the process of ascending to professionalism. The psychology of professionalism discusses psychological criteria: levels of professionalism, stages and steps on a person's path to professionalism, indicators of professionalism, age-related and individual characteristics of becoming a professional, factors causing a decrease in professionalism.

A person in work, as he improves, from just a performer, a worker, turns into a subject of labor who sets and realizes his goals in work, then - a specialist who performs work skillfully on the basis of special training, and later - into a professional who carries out his work on the basis of his high standards. Sometimes a person develops further, becoming a creator, an innovator in work, enriching the experience of the profession.

The company strives to make as many workers as specialists as possible, to give them vocational education and special training. In labor psychology, a model of a specialist is being developed as a reflection of the volume and structure of professional

socio-psychological qualities, knowledge, and skills, which together represent his generalized characteristics as a member of society.

The specialist model may include the following components.

professiogram as a description of psychological norms and requirements for the activities of a specialist's personality;

professional job requirements: a description of the specific content of a specialist's activity, determining what and how he should do when solving professional problems in the conditions of a specific position. Professional job requirements contain a list of the minimum professional skills that a specialist must possess to ensure the required level of professional activity;

qualification profile - a combination of the necessary types of professional activities and the degree of their qualifications, qualification categories for payment.

A person's professionalism is not only the achievement of high professional results, not only labor productivity, but certainly the presence of psychological components - a person's internal attitude to work, the state of his mental qualities.

When assessing professionalism, it is of great importance what motivates a person in his profession, what value orientations he comes from, why he is engaged in this work, what internal resources he voluntarily and out of inner motivation invests in his work. Therefore, we are supporters of distinguishing two sides of professionalism:

state of the motivational sphere of a person's professional activity:

the state of the operational sphere of a person's professional activity.

In other words, a professional is a specialist who has mastered high levels of professional activity, consciously changes and develops himself in the course of work, makes his individual contribution to the profession, has found his individual purpose, stimulates public interest in the results of his professional activity and increases the prestige of his profession in society.

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