

COLLECTION

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problems in the scientific activities of young
researchers and students: theory and
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Innovation, integration and modern problems in the scientific activities of young
researchers and students: theory and practice collection of materials of the
international scientific and practical conference on the topic

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In the collection of materials of the conference, the role and role of Science, Education and production in the era of globalization, the pressing problems of the issues of interaction of these processes, feedback on their solutions were presented by mature specialists of the field.

In addition, research on the scientific and practical topic, carried out in the economics, Exact Sciences, Natural Sciences and socio-humanities during the globalization period, information is presented in the scientific and practical fields, which includes the latest innovative technologies in the fields of production.

It can be argued that this collection is one of the specific intersections of current thoughts and innovative ideas of the world of science. This scientific and practical conference was actively attended by professors and scientific researchers engaged in scientific research in Uzbekistan and foreign countries. In increasing the position of the scientific and practical conference, the professors and teachers of domestic and foreign higher educational institutions made a significant contribution.

Professors and teachers of foreign higher educational institutions who actively participated in the work of the conference made a worthy contribution to the high level of interaction with scientists of our country. The processes of international cooperation with foreign countries and exchange with them in the field of Science in the era of globalization have a positive effect on the development of Higher Education, the fields of Science and production. The materials of this conference are special in that they include a wide range of research, from theoretical developments to practical solutions, demonstrating the diversity of approaches and directions in this area.

In conclusion, it should be noted that this scientific and practical conference will be a very useful collection for everyone who is interested in modern research in the fields of further development of Higher Education, Science, Education and production in the era of globalization. The authors are responsible for the content and quality of the articles and abstracts included in the collection.

TA'LIM MUASSASALARIDA PSIXOLOG XODIMLARINING KASBIY MOTIVLARINI RIVOJLANTIRISH SHART-SHAROITLARI

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Annotatsiya. Ushbu maqolada, motiv, motivatsiya muommosi va uning o'rganilganlik darajasi, ta'lim muassasalaridagi psixolog xizmat xodimlarining motivatsiyasini o'rganish, uning nazariy asoslari hamda kasbiy motivlarni shakllantirishning psixologik asoslari xususida so'z yuritilgan.

Kalit so'zlar. Motiv, motivatsiya, kasbiy faoliyat, kasbiy layoqat, shaxslilik xususiyatlari, xizmat ko'rsatish jarayonida motivatsiya, jamaoviy muhit, pedagogik faoliyat.

Pedagogik faoliyatda kasbiy motivlarning barqarorligi muhim ahamiyat kasb etib, uni rivojlantirish faoliyat turi bilan bog'liq ko'plab muvaffaqiyatlarni ta'minlashi ehtimoldan holi emas. Xizmat faoliyatida motivlar rolini oshirish xuddi, tashkilotlarnikidek ma'lum bir qonuniyatga bo'ysunadi.

Insonning qaysi maqsadlarni ko'zlaganiga, qanday vazifalarni hal qilishiga qarab, undagi motivatsiya turlarini aniqlash mumkin. Shunday qilib, insonga tashqi ta'sirlar orqali ma'lum bir harakatlarni amalga oshirishga undovchi kuch, ma'lum natijalarga olib keladigan harakatlarni keltirib chiqaradi. Demak, kasbiy faoliyatda odamni harakatlarga undashga qodir bo'lgan motivlar, shuningdek, bu sabablarni qanday kelib chiqishi mumkinligini aniq bilish muhimdir.

Insonning aql-zakovati, zehni uning kundalik turmushi, mehnat va kasbiy faoliyatida o'ziga xos o'rin tutishini tadqiq etish psixologiyaning eng dolzarb muammolardan biri ekanligi uzoq tarixiy davrga ega. Psixologiyaning zamonaviy fan sifatida shakllanishi barobarida insonning zehni va aql-zakovatini o'rganish, uning faoliyati samaradorligiga ta'sirini aniqlash bir qator ilmiy qonuniyatlarni ochilishiga sabab bo'ldi. Motivatsiyaning insonning kasbiy faoliyatiga ta'siri³⁰:

- harakatlar;
- rejalar;
- qat'iyatlilik;
- vijdonlilik;
- diqqatlilik sifatleri orqali keng ta'sir etadi.

Har bir shaxs xuddi shu sifatlar orqali berilgan ishlarni samarali bajarishga qodir. U osonroq ishlashga intilishi mumkin va ba'zan murakkab qarorlar qabul qilishi mumkin. Bularning barchasi ishni bajarishda qanday kuch sarflashiga bog'liq.

³⁰Листик Е.М. Мотивация и стимулирование трудовой деятельности: учебник и практикум для академического бакалавриата / Е.М. Листик. – 2-е изд., испр. И доп. – М.: Издательство Юрайт, 2018. – С. 145

Motivatsiya insonning o'z ishini bajarishiga, ishlab chiqarish majburiyatlariga katta ta'sir ko'rsatadi. Motivatsiya va mehnatning yakuniy natijasi o'rtasida to'g'ridan-to'g'ri bog'liqlik mavjud emas, chunki xodimning malakasi va qobiliyati, vazifalarni to'g'ri tushunishi, ish jarayoniga atrof-muhitning ta'siri kabilar ham hisobga olinadi.

Motivatsiya o'qituvchi faoliyati samaradorligining muhim omillaridan biridir. O'qituvchilarning kasbiy motivatsiyasi, avvalo, kompensatsiya xarakterining yo'qligi va mansublik tarozida yuqori bo'lishi bilan tavsiflanishi kerak. Biroq, ushbu sohada mutaxassisning ish staji oshishi bilan ishdan qoniqish kamayishi va kasbiy motivatsiya xarakteri o'zgarishi mumkin. Ushbu holat murakkab psixologik-emotsional ish sharoitlari bilan bog'liq bo'ladi. Binobarin, o'qituvchining o'zi tomonidan amalga oshirilayotgan tadbirlarning samaradorligi va muvaffaqiyatini, shuningdek, shaxsiy va hissiy ruhiy uyg'unligi va adekvatligini belgilaydigan shaxsiy motivatsiyasi xususiyatlariga katta e'tibor berilishi kerak. Ta'lim tizimida psixologik xizmat sohasida faoliyat yuritayotgan kadrlarimiz psixologik kasbiy motivlari nimalardan iborat, qay jihatlariga e'tibor berishimiz kerak degan savollar ko'ndalang kelib qolmoqda. Har bir soha mutaxassislarining kasbiy motivlari bo'lganidek, psixologik xizmat kasbi faoliyatidagi mutaxassislarimizda ham kasbiy motivlarning qay tomonlariga e'tibor berishimiz kerak. Tadqiqot jarayonining natijalari o'qituvchilarni kasbiy faoliyatida rag'batlantirishning turli usullari qo'llaniladi. Eng keng tarqalganlaridan biri bu pul rag'batlantirishdir. Moddiy rag'batlantirishni amalga oshirishda vaziyatni to'g'ri baholash juda muhim, agar inson juda murakkab ehtiyojlari, qiziqishlari va maqsadlariga ega bo'lsa, uning imkoniyatlarini o'z vaqtida baholash kerak. Kasbiy psixologiyada, pedagoglarning hamkorlikda motiv jarayoni ustida ishlashlari eng samarali usullardan biri hisoblanadi. Psixologik nuqtai nazardan, motivatsiya motivatsiyadan farq qiladi. Farqi shundaki, motivatsiya motivatsiyani amalga oshirish vositasidir.

Xulosa o'rnida shuni ta'kidlash joizki, motivatsiya inson ehtiyojlari va manfaatlari yig'indisi ekanligi ma'lum. Bu pedagogni faollikka undaydi. Bu pedagogni harakatga keltiradigan sabablar va ehtiyojlar to'plami hisoblanadi. Pedagogni tashqi ta'sirlar orqali ma'lum harakatlarni bajarishga undaydigan kuch ma'lum natijalarga olib keladigan harakatlarni keltirib chiqaradi. Bu borada jahon psixologlari o'z qarashlari va yondashuvlari nuqtai nazaridan o'z fikr va mulohazalarini bildirganlar va shuningdek, motiv va motivatsiya dunyo psixologiyasida juda ko'p o'rganilgan va talqin qilingan. Motiv psixika orqali namoyon bo'ladigan qat'iyatdir va pedagogni kasbiy faoliyatda harakat qilishga undaydigan sabablar va ehtiyojlair ham mavjud. Kasbiy faoliyatda motivatsion sabablarning psixologik jihatlarini, avvalambor, uning yangicha motivga ega ekanligini, o'z kasbiga qiziqsa, samarali ishlar olib borilishi va yuksak marralar zabt etildi. Shu munosabat bilan jamoada muhit yaxshi bo'lsa, har tomonlama qo'llab-quvvatlansa, moddiy rag'batlantirilsa, bularning barchasi pedagogning kasbiy faoliyatining psixologik sharoitlarini tashkil etadi.

Foydalanilgan adabiyotlar ro'yxati.

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