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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.

11. Kamolova S. ISLOM SIVILIZATSIYASINING MARKAZIY OSIYODA RIVOJLANISHI: TARIXIY TARAQQIYOT BOSQICHLARI VA MADANIY-MA'NAVIY MEROS //Scientific practical conference. – 2025. – T. 1. – №. 1. – C. 563-565.

KASB TANLASHGA YO‘NALTIRISH VA KASB TANLASH TUSHUNCHALARINING MAZMUNI: AHAMIYATI VA MUAMMOLARI

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Annotatsiya: Mazkur maqolada kasb tanlash va kasbga yo‘naltirish tushunchalarining mazmuni, ularning psixologik va ijtimoiy mohiyati yoritilgan. Shuningdek, kasbga yo‘naltirishning shaxs rivojida o‘rni, jamiyat taraqqiyotidagi ahamiyati hamda bu jarayonda uchraydigan muammolar tahlil qilingan. Yoshlarning qiziqishlari, qobiliyatlari va mehnat bozorida talablar o‘rtasidagi muvofiqlikni ta’minlash zarurligi asoslab berilgan.

Kalit so‘zlar: Kasb tanlash, kasbga yo‘naltirish, shaxs rivoji, qobiliyat, qiziqish, motivatsiya, mehnat bozori, kasbiy identifikatsiya, psixologik maslahat, ta’lim tizimi

Zamonaviy jamiyatda insonning muvaffaqiyati ko‘p jihatdan uning to‘g‘ri kasb tanlashiga bog‘liq. Kasb nafaqat daromad manbai, balki shaxsning o‘zini namoyon etishi, ijtimoiy mavqeni belgilashi va hayotdan qoniqish hissini shakllantiruvchi muhim omildir. Shu sababli kasb tanlash jarayoni va unga yo‘naltirish masalalari psixologiya, pedagogika hamda sotsiologiya fanlarida muhim o‘rin egallaydi. Kundalik amaliyot shuni ko‘rsatmoqda-ki, odamlar orasida sezilarli individual farqlar mavjud. Shaxsning xarakteri, temperamet, qobiliyatlari, maqsad sari yo‘nalganligidagi o‘ziga xoslik, o‘z navbatida har bir odamning ayrim kasblarga nisbatan o‘zgacha moslik va moyilliklarni paydo qiladi. Ba’zi bir kasblar inson psixikasiga yuqori yoki maxsus talablar qo‘yuvchi ishlar bilan bog‘liq bo‘ladi. Mazkur kasb bo‘yicha kerakli individual mosligini tekshirmay turib, har qanday odamlarni bunday ishlarga qo‘yib bo‘lmaydi.

Kasb tanlash – bu shaxs hayotidagi eng muhim va mas’uliyatli qarorlardan biri bo‘lib, u insonning kelajakdagi muvaffaqiyati, hayotdan qoniqishi va jamiyatdagi o‘rnini belgilab beradi. To‘g‘ri tanlangan kasb insonning qiziqishlari,

qobiliyatlari va shaxsiy xususiyatlariga mos kelib, uning o'zini namoyon etishi va rivojlanishi uchun keng imkoniyatlar yaratadi. Aksincha, noto'g'ri tanlov psixologik noqulaylik, kasbiy charchoq va motivatsiyaning pasayishiga olib kelishi mumkin.

Shuningdek, kasb tanlash jarayoni nafaqat individual, balki ijtimoiy ahamiyatga ham ega. Chunki har bir insonning o'z o'rnini topishi jamiyat taraqqiyoti va iqtisodiy barqarorlikka bevosita ta'sir ko'rsatadi. Shu sababli kasb tanlashda ongli yondashuv, psixologik maslahatlar va to'g'ri yo'naltirish muhim ahamiyat kasb etadi. **Kasb tanlash** – bu shaxsning o'z qiziqishlari, qobiliyatlari, qadriyatlarini va hayotiy maqsadlariga mos keluvchi mehnat faoliyati turini ongli ravishda tanlash jarayonidir. Bu jarayon ko'p bosqichli bo'lib, quyidagi omillarni o'z ichiga oladi:

- *shaxsning ichki imkoniyatlari (qobiliyat, temperament, xarakter);*
- *tashqi omillar (oila, jamiyat, iqtisodiy sharoit);*
- *axborot darajasi (kasblar haqidagi bilim);*
- *motivatsiya va qadriyatlar tizimi.*

Kasb tanlash faqat bir martalik qaror emas, balki dinamik jarayon bo'lib, inson hayoti davomida o'zgarishi mumkin.

Kasbga yo'naltirish – bu shaxsga kasb tanlashda yordam beruvchi, uning qobiliyat va qiziqishlarini aniqlash, rivojlantirish hamda mehnat bozoriga moslashuvini ta'minlashga qaratilgan tizimli pedagogik-psixologik faoliyatdir. Kasbga yo'naltirish quyidagi yo'nalishlarni o'z ichiga oladi:

Axborot berish – turli kasblar haqida ma'lumot yetkazish

Diagnostika – qobiliyat, qiziqish va shaxs xususiyatlarini aniqlash

Maslahat berish – individual tavsiyalar ishlab chiqish

Moslashtirish – tanlangan kasbga tayyorlash

Bu jarayon ta'lim tizimi, psixologik xizmatlar va ijtimoiy institutlar hamkorligida amalga oshiriladi.

Kasbga yo'naltirishning ahamiyati quyidagi jihatlarda namoyon bo'ladi:

1. *Shaxs rivoji uchun* to'g'ri kasb tanlash insonning o'zini anglashiga, ichki salohiyatini ro'yobga chiqarishiga yordam beradi. Bu esa psixologik barqarorlik va hayotdan qoniqishni oshiradi.

2. *Jamiyat uchun* kasbga to'g'ri yo'naltirilgan kadrlar jamiyatning iqtisodiy va ijtimoiy rivojlanishiga hissa qo'shadi. Malakali mutaxassislar yetishib chiqadi.

3. *Ta'lim tizimi* uchun kasbga yo'naltirish ta'limning samaradorligini oshiradi. Talabalar o'z yo'nalishini ongli tanlaganida o'qishga motivatsiya kuchayadi.

4. *Mehnat bozori* uchun mehnat resurslarining to'g'ri taqsimlanishi ta'minlanadi, ishsizlik darajasi kamayadi va mutaxassislar yetishmovchiligi oldi olinadi.

Amaliyotda kasb tanlash jarayonida bir qator muammolar kuzatiladi. Ko'plab yoshlar kasblar haqida to'liq va real ma'lumotga ega emas. Natijada stereotiplar asosida tanlov qilinadi. Ba'zan ota-onalar farzandining qiziqishlarini inobatga olmay, o'z istaklarini majburlaydi. Bu esa noto'g'ri tanlovga olib keladi. Shaxs qobiliyatiga mos kelmaydigan kasbni tanlash kelajakda professional

muammolar va stressni yuzaga keltiradi va ba'zi kasblarga talab yuqori bo'lsa-da, boshqalari ortiqcha bo'lib qoladi. Bu esa bandlik muammolarini keltirib chiqaradi. Shuningdek maktab va oliy ta'lim muassasalarida psixologik xizmatlarning yetarli emasligi kasbga yo'naltirish tizimi rivojlanmagani ha yoshlarning kasb tanlashida muammolarga olib kelishi mumkin.

Quyidagi chora-tadbirlar kasb tanlash jarayonini samarali tashkil etishga yordam beradi:

- *maktabdan boshlab kasbga yo'naltirish dasturlarini joriy etish;*
- *psixologik diagnostika va maslahat xizmatlarini rivojlantirish;*
- *mehnat bozori haqida muntazam axborot berish;*
- *ota-onalar bilan tushuntirish ishlarini olib borish;*
- *amaliy mashg'ulotlar va kasb bilan tanishtiruvchi treninglarni tashkil*

etish.

Kasb tanlash va kasbga yo'naltirish shaxs hayotidagi eng muhim bosqichlardan biridir. Bu jarayonning to'g'ri tashkil etilishi nafaqat individual muvaffaqiyatni, balki jamiyat taraqqiyotini ham belgilaydi. Shuning uchun kasbga yo'naltirish tizimini takomillashtirish, yoshlarning qiziqish va qobiliyatlarini chuqur o'rganish hamda ularga professional yordam ko'rsatish dolzarb vazifa hisoblanadi.

To'g'ri kasb tanlagan inson o'z ishidan mamnun bo'ladi, jamiyatda o'z o'rnini topadi va barqaror hayot kechiradi. Shu bois kasbga yo'naltirish jarayoni uzluksiz va tizimli tarzda olib borilishi zarur.

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