

THE IMPORTANCE OF DEVELOPING THE WORK CULTURE OF YOUNG SPECIALISTS IN THE CONDITIONS OF THE NEW UZBEKISTAN**Kholmirzaeva Jumagul Khamdamovna**

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Abstract: The article analyzes the issue of developing the work culture of young specialists in the New Uzbekistan. The formation of work culture strengthens the professional and personal development of young people, their creative activity, responsibility and honesty. The article considers the stages of work culture - education, experience, social environment and innovative activity - and the importance of national values. It is also emphasized that work culture is an important factor in creating an effective working environment in society and the sustainable development of the country's economy. In conclusion, the development of work culture of young specialists is of strategic importance.

Key words: work culture, young specialist, development, creative activity, responsibility, honesty, innovation, professional training, national value, social environment, stability

Introduction

Currently, one of the main tasks of the development of New Uzbekistan is the development of the labor culture of young specialists. This process is of great importance in modernizing the economy, training competitive personnel and achieving sustainable development. The professional activity of young people, their desire for honest work and a labor culture based on national values are the main factors in implementing the strategic goals of our country. Therefore, improving labor culture is important not only for social and economic development, but also for increasing the personal development, responsibility and creative activity of young people.

Methods

The above article used analytical, comparative, empirical, statistical and structural-organizational research methods to analyze the labor culture of young specialists. It also made a conclusion based on theoretical analysis and practical experience.

Results

So, if we pay great attention to the upbringing of young people, then we will directly address their spiritual and moral world, or more precisely, labor culture. Currently, the issue we highlighted above, namely the development of labor culture, is of great importance for the effectiveness of society, the economy and systems. There are several reasons for this. Therefore, for the effectiveness of society, the economy and systems, it is necessary to have the following aspects inherent in labor culture

Firstly, a positive atmosphere in the workplace. A good labor culture has a positive effect on the working environment, which increases the efficiency, creative activity and interest of employees in work.

Secondly, protection of rights. Labor culture plays an important role in protecting the rights and interests of workers. A properly formed labor culture prevents future problems.

Thirdly, professional development of young specialists. Labor culture helps young specialists to improve their knowledge and skills in their fields. This serves as the basis for their growth and development.

Fourth, social relations. Labor culture is of great importance in improving relations between employees and employers. It ensures effective communication, teamwork, and mutual learning between participants.

Fifth, innovative thinking. The norms and values that arise from labor culture contribute to innovative thinking, which leads to the development of new technologies, methods, and innovations in work.

In our country, which is experiencing an era of globalization, developing labor culture, ensuring its strengthening, and creating all the conditions for the professional development of young specialists are of strategic importance for the state and society today. To develop labor culture, of course, it is necessary to rely on various experiences. In this case, choosing the most effective ones and applying new methods will give good results.

Discussions

Here we can turn our attention to the issue of the stages of development of labor culture. The development of labor culture is determined by its structural complex. These stages include labor perception, movement, and moral and aesthetic values. In our opinion, the stages of development of labor culture can be considered as follows.

The first stage is called “labor preparation”, in which the knowledge and skills acquired by young people in higher educational institutions or labor educational institutions are developed on the basis of spiritual and moral foundations.

The second stage is called “labor activity”. At this stage, the person undergoing labor preparation conducts production and research activities in his field. These can be production processes, service provision, innovation, and creative activities.

The third stage is called “labor development of the individual”. In this case, the social and moral values of the individual are strengthened in labor development. Labor ethics, labor responsibility, professional conflicts determine the attitude of a person to his profession.

The fourth stage is called “the rise of labor culture”. At this stage, a high level of development of labor culture is observed, that is, the readiness for innovative requirements and creative activity, the development of several important elements of labor culture in the organization and society.

The fifth stage is called “labor complex” and is distinguished by the creation of an integrated structure of labor culture, that is, the interrelation of labor ethics, theoretical knowledge and practice, the rise of the level of complexity of labor culture, the mastery of innovative skills.

These stages play an important role in determining the development of labor culture and the individual's attitude to labor activity. The development of labor culture helps to improve the professional training and social impact of young specialists.

The development of labor culture has a great impact not only on professional, but also on personal growth for young specialists. These stages help them to be successful in their activities.

At the same time, the study of alternative sources allows us to recognize that labor culture is a set of respect, traditions, ethics and rules characteristic of a particular profession, and divides the process of its formation into the following stages:

1. Formation of demand and motivation;
2. Education and training;
3. Work experience;
4. Social and professional environment;
5. Moral norms and rules;
6. Acculturation.

The first form of labor culture begins with demand and motivation. It is important for young people to develop an interest in the profession, their suitability for work, and their aspirations to master the profession, having ethical norms, from an early age.

The education system, its content and methodology are of great importance in the formation of labor culture. Obtaining professional knowledge, improving qualifications, and forming professional skills are the educational stages of labor culture.

Acculturation is also important in the process of developing labor culture. In this case, work traditions, social activities and influences in professional life form work culture. Also, the conditions of labor culture and its ethical rules determine their effectiveness, creative and spiritual development. Based on this, the development of labor culture is a long-term process, which requires ensuring the understanding of moral norms in all aspects of society, the educational system, and labor relations.

The importance of the development of labor culture is very important for young specialists, because labor culture plays an important role in improving their labor skills, finding their place in the workplace, and professional development. This means a person's self-understanding, self-realization, and national self-improvement. "The object and subject of national identity and national ideas are humans. They are formed by humans with their consciousness, thinking, and intellectual potential. At the same time, they contribute to the spiritual growth and personal development of humans"¹.

There are a number of main features of the development of labor culture. We will express our thoughts on them. Labor culture shapes people's attitude to work, develops diligence, responsibility and discipline. This is very important for effective work. It formalizes spiritual values, develops the individuality, creativity and professional ethics of young specialists. It strengthens social ties between workers, conveys the importance of teamwork and leads to cooperation. The development of labor culture is important for the overall economic development of the country. Societies with a high labor culture are effective in achieving economic success and ensuring their interests. Labor culture is of great importance in developing various skills and methods, forming a work methodology, and satisfying spiritual needs.

"One of the most important elements of the human spiritual world is spiritual needs. These needs are formed in relation to knowledge, beauty, justice, truth, and communication. A large part of human activity is aimed at satisfying these needs"².

The fundamental goal of the reforms being carried out in our country is also aimed at satisfying the person, his interests and needs. The formation of spiritual needs in the minds of young people and their satisfaction serve as one of the factors of the promising development of society. In particular, "the ability of national values to serve the further secular development of the nation is characterized by the degree to which it is protected from various forms of spiritual threats, mainly the threat of "mass culture" that is gaining momentum in the 21st century"³.

Conclusion

In conclusion, it should be said that today in New Uzbekistan, the development of a labor culture of young specialists is of great importance for the sustainable socio-economic development of the country and the training of competitive personnel. Labor culture ensures the professional and personal development of young people, develops responsibility, honesty, creative activity and effective communication in them. The stages of the formation of labor culture - education, experience, social environment and innovative activity - serve to increase the professional potential of young specialists. Also, national values and moral norms strengthen labor culture, create an effective and stable working environment in society. In conclusion, the development of labor culture is of strategic importance not only for the individual, but also for the development of the country.

¹ Суванов И. А. Шахс маънавиятини юксалтиришда миллий ғоя ва ўзликни англаш диалектикаси. Фалсафа фанлари бўйича фалсафа доктори (PhD) диссертацияси автореферати. – Тошкент, 2018. – Б. 12.

² Бегматов А., Анварова Д. Маънавий тарбия. –Тошкент: Akademiya, 2013. –Б.26.

³ Яхшиев А.Ж.Глобаллашув шароитида ёшларда ёшларда мафкуравий иммунитетни шакллантириш шартлари. Глобаллашув ва миллий маънавий тараққиёт тенденциялари.Респ.илмий-амалий анжумани маърузалар тўплами (2015 йил 23 май). –Тошкент :Тошкент кимё-технол.инститuti, 2015. –Б.304.

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