

**PEDAGOGICAL FUNDAMENTALS OF THE DEVELOPMENT
PROCESSES OF THE PROFESSION OF PEDAGOGICAL STAFF
OF MEDICAL HIGHER EDUCATION INSTITUTIONS****Norboetayev F. M**

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Annotation: *In the article, the professional development of the personality of a modern educator is carried out in the context of dynamic technologization and informatization of socio-economic relations, which highlights the need to carry out professional activities on the basis of regular improvement of professional knowledge and skills in accordance with the requirements in certain working conditions.*

Keywords: *pedagogical personality, professional formation, career, professional attitude.*

Introduction. Globalization, informatization and production are among the main tasks of competitive personnel training as the main driving force of the educational system that meets the requirements of today's society. Pedagogical workers form a culture of Labor, an internal climate, an active market position of an educational institution create products and services. The practice process shows that employees do not always know their professional development opportunities and prospects, often the organization does not effectively use their personal and professional potential, they do not take into account the real abilities of employees when performing this or that type of work. This confirms the need to study the psychological and pedagogical aspects of the professional development of the individual, in the conditions of real conditions of modern labor.

Main part. Professional career is characterized by the fact that a particular employee goes through different stages of development in the process of professional activity. A career within an organization is characterized by the fact that successive changes in the stages of an employee's development occur in one organization. Regular staffing in the chosen field of activity involves determining the interaction of the career planning process and the means of achieving the desired results. When planning a career, it is necessary to ensure interaction between the organization and employees from the moment the employee is accepted into the organization and before the expected dismissal, and also to organize the regular promotion of the employee in the position. For an employee, this means a high level of satisfaction with work in an organization, which gives him the opportunity to increase professional growth and living standards, as well as the opportunity to purposefully prepare for future professional activities.



A professional career is an active effort of an educator to achieve success in professional activities. This type of career is closely related to professional growth and skill, and is characterized not by the goal itself, but by movement towards this goal. A successful career arises when a person knows in advance not only what he wants, but also why he needs it and what he will do after achieving the goal.

It is also important to know the level of self-motivation, which depends on the motivation of a person to perform labor tasks by activating his sphere. Psychological factors that determine decision-making in a particular motivational process can include: moral control, abilities, inclinations, external situation, etc.

Often a person begins to take certain actions, without having the motivation to achieve success. Professional career is characterized by the fact that a person goes through various stages of development in his work activities: choosing a professional path, learning, hiring, professional growth, maintaining personal professional abilities, etc. It should be borne in mind that a career is formed not from the moment of appointment to any position, but from the moment you choose the area in which you can apply your capabilities.

It should be noted that the main condition for a successful professional career is the correct choice of profession. The solution to this problem is based on the analysis of several factors.

Factor 1: a person who does this or that job needs to be well aware of the world of professions and requirements.

Factor 2: you need to correctly identify your interests and inclinations, assess your capabilities, health, abilities and compliance with the requirements of the chosen profession.

Factor 3: it is necessary to study the state of the labor market, its needs and territorial characteristics.

Factor 4: it is necessary to derive from the real possibilities of education, retraining and professional development. Having done all this, you will be able to choose for yourself several necessary professions and choose yours among them, determine your professional orientation and take an individual path in achieving your goal.

Scientists studied the professional directions of men and women. The data they receive shows that men are more focused on management, entrepreneurship, and contemporary issues, and women are more focused on professional competence, autonomy, sustainability, job loyalty, and lifestyle integration.

An American research Dj in this direction. Super was one of the first to propose a psychological classification of careers. It distinguishes between male and female career types, depending on the alternation of professional tests and stable working periods.



Men:

- 1) stable, if the subject is engaged in professional activities immediately after training and always follows the chosen path;
- 2) simple, if after training a series of professional tests are carried out that end with stable maintenance;
- 3) unstable with alternative professional tests and stable work cycles;
- 4) A career that has undergone many tests, if a person changes the type of work more often.

Women:

- 1) career as a housewife;
- 2) simple career, when educated women stop working after marriage and become housewives;
- 3) the information obtained is a stable work activity that helps to find a job that will be a life job;
- 4) two-row career, if the career of a housewife is suitable for stable work activities;
- 5) intermittent career - work until marriage, then a break (birth and upbringing of children), return to work;
- 6) unstable career-changing periods of work after marriage and return to housekeeping;
- 7) Career with several attempts - a sequence of unrelated types of work, without stabilization in any professional field.

It is important to understand how factors affect a person's professional attitude and intentions. This is useful to him both as an employee of a particular organization and as a developing person. In addition, it is also important for the institution itself, which is interested in planning an effective strategy for managing the career and professional development of its employees. In other words, in order to satisfy the interests of all its participants in the training of highly qualified personnel, it is necessary to regulate the relationship between the educational institution and its employees.

In the psychological literature, along with professional self-awareness, there are various phenomena such as professional success, professional crises, professional behavior, their types.

At the same time, various domestic and foreign authors understand the professional "concept of me" as follows:

- One of the types of "I-Concept", a set of features of self-perception carried out by a person (D. Super).
- A set of ideas about himself as a specialist (A. Rean).;
- The ideas of the individual about the subject of professional activity and himself as a person, combined with assessment, are designed to realize certain meaningful relationships of the individual to the profession, to develop oneself; (S. Djanerian).

The cited professional concepts of "I-self" do not contradict each other, S. In the concept of professional "I", djanerian distinguishes the following Central Link – meanings that provide a



meaningful attitude to the Profession, Regulation of activities, relations with the professional environment, personality development in the professional sphere, etc. At the same time, the author argues that professional "self-awareness" is a dynamic formation that determines the procedural nature of professional activity, its variability over time.

A.Rickel identifies the structure of professional "I-concept" and distinguishes between the behavioral, cognitive, and emotional components in it. The most important element of the emotional component in the professional structure is "I-Concept", which means self-esteem.

A. Derkach and A.Rean According to low self-esteem of the result, together with a high assessment of potential, is a factor of professional development of the individual, and positive motivation for self-development is the basis. The explanatory mechanisms of professional success and dynamic professional development of an individual are not associated with self-assessment, but with the ratio of assessment of the outcome and the potential of the individual. Self-esteem, clarity of thinking, confidence, stability and a sense of reality, professional efficiency are of particular importance in the composition of the "I-Concept".

Analyzing the above, we can conclude that the formation of professional success and career professional "awareness" of an individual, primarily based on the understanding of professional choice, attitude to professional activity, mastering the profession, establishing effective interaction with the professional environment and successfully developing oneself, and determining the professional goals and motives associated with the successful development of the organization on the basis of

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