



## IMPLEMENTATION OF MODERN STRATEGIES OF CONTINUOUS VOCATIONAL EDUCATION DEVELOPMENT ON THE BASE OF NATIONAL VALUES

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### ABOUT ARTICLE

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**Abstract:** This article of scientific-theoretical and practical importance is intended for employees working in the educational system who are improving their professional qualifications, and to provide knowledge in this regard in places of continuous education, additional work with students and teaching staff, organization of spiritual and educational events, national values it is possible to use methods that develop humanitarian qualities based on it.

### INTRODUCTION

On the basis of national values, the search for the maturation of high spiritual qualities in the world is interpreted as a strategy of pure human relations. The socio-pedagogical essence of the phenomenon of spirituality is manifested in ensuring human perfection and uniting people in the path of good. The spirituality factor relies on both rational and irrational foundations to achieve humanistic goals. As a result of technical progress, the moderation of negative factors that technocratic processes and other phenomena occurring in society can affect the spiritual and spiritual maturation of a person is putting the effectiveness of spiritual and educational work on the agenda for further improvement. Developing criteria and levels of objective assessment of it, improving the philosophy, methodological and methodological foundations of spiritual education of young people in the leading higher educational institutions and scientific centers of the world a number of studies are being carried out on the output. In particular, methodological analysis of concepts such as "reflection of life", "creativity", "giving knowledge", "assessment", "ideology", "expression of self", "communication", "language of values" promotes the need to create and practice new models of spiritual education of young people, including the problems of deferring the essence of art types, increasing the level of ideological wellness of young people. The fourth section of the decree "on the development strategy of new Uzbekistan for 2022-2026", adopted on the basis of initiatives put forward by the president of the Republic of Uzbekistan, is called "conducting a fair social policy, developing human capital". This department, which

combines 34 goals, aimed at ensuring immediate spiritual progress and bringing the industry to a new level, raises the system of education and education to a qualitatively new level, creates the necessary conditions for the spirituality of our people, promotion of their national values, opens up opportunities for the effective use of social pedagogical technologies of ideological and aesthetic education.

The program defines the priority tasks of raising spiritually and intellectually developed, independent thinking young people who are loyal to the Motherland and have a firm outlook on life. Law No. 406 of the Republic of Uzbekistan "on state youth policy" of September 14, 2016, Decree No. 60 of the president of the Republic of Uzbekistan dated January 28, 2022 "on the development strategy of new Uzbekistan for 2022-2026", PD-3160 of July 28, 2017 "on improving the effectiveness of spiritual and educational work and raising the development of the industry to a new level", Decisions of PD-3907 "on measures to raise the youth to a qualitatively new level of spiritual and moral and physical perfection, education of them" of August 14, 2018 and PD-5040 "on measures to radically improve the system of spiritual and educational work" of March 26, 2021, also, the decision of the Cabinet of Ministers of the Republic of Uzbekistan No. 1059 of December 31, 2019 "on measures to approve the concept of continuous spiritual education and its implementation" serves to some extent the implementation of the tasks set out in other regulatory legal acts related to this activity.

In the Republic of Uzbekistan, great attention has been paid to the reform of the system of education and personnel training, as well as to raising it to the level of developed countries, as a priority of state policy. Nowadays, it is known to everyone that the system of continuous education and personnel training has become a decisive and important factor in the innovative development of any country in accordance with the requirements of the time. Today's scientific and technical progress requires the introduction of innovative technologies not only in numerous branches of production, but also in the field of cultural, social and humanitarian knowledge, and education. Also, gradual reforms are underway in the system of general secondary education, secondary special education, vocational education and higher education. In particular, the wide use of the achievements of science and innovation activities is becoming an important factor in the consistent and stable development of all spheres of society and state life, and in building a worthy future of the country. After all, innovative activity is considered to consist of creating a new technological process or a new improved product based on scientific research, creating developments, conducting experimental work, using scientific and technical achievements. Training, retraining and upgrading of highly qualified pedagogues for the republican continuous education system in national centers for training pedagogues in new methods; development of state educational standards, curricula and programs, scientific and methodical literature on relevant pedagogical directions and specialties; on the basis of advanced foreign experience and in-depth study of the needs of educational institutions of our republic, carried out significant work on testing and introduction of modern pedagogical technologies. Also, special attention is paid to the development of cooperation relations with higher education institutions and scientific centers in order to attract leading foreign specialists to the educational process. In order to implement modern strategies in the continuing education system, it is important to first understand what the strategy is.

The word "strategy" comes from the Greek word "strategos", which means "the art of the general". What is the strategy itself? All companies around the world deal with strategy. In Uzbekistan, this is like an abstract concept. "WHAT IS STRATEGY?" to answer the question, good plans for the long term. What is the strategy? The need, demand and supply of the English language means to learn it with certain modern methods. It was established in order to exchange ideas, organize scientific discussions and

discussions with representatives of foreign partners, leading experts of our country. Strategy is a general management plan aimed at strengthening the company's position, meeting customer requirements and achieving set goals. Choosing a specific strategy means choosing the most suitable from among various possible ways and methods of development. The enterprise management plan includes the following main functions and departments: supply, production, finance marketing, personnel, scientific research and development. Strategic choice means connecting business solutions and actions of resistance to competition into a single system. Pedagogical strategy is a process of preparing future specialists to work in new conditions, it consists in making qualitative changes in education based on previously acquired knowledge and making a new approach to achieving high efficiency. The goal of such a system is to improve the quality indicators of the educational system, which represents the essence of education, signs, opportunities, tasks, development mechanisms of stages and principles of development, and methodological recommendations for their use, as well as the process of forming the qualities of pedagogues in this regard, and achieve high efficiency in this field. understood. Today, the problems of reforms in the education system are related to the potential of pedagogical personnel.

Human resource management plays a crucial role in modern organizations. HR managers are responsible for recruiting and retaining talented employees, developing their skills and abilities, and ensuring that they are motivated and engaged in their work. In today's fast-paced and highly competitive environment, HR managers must be strategic and proactive. They must develop and implement effective HR strategies that align with the organization's overall goals and objectives. A key strategy for HR managers is to focus on employee engagement. Companies with engaged employees are more productive, have higher customer satisfaction and are more profitable. HR managers can achieve this by creating a positive work culture, providing career development and advancement opportunities, and offering competitive compensation and benefits. Another important strategy is to streamline HR operations using technology. Many organizations are using human resources information systems to automate routine HR tasks such as payroll processing and benefits administration. This not only saves time and resources, but also allows HR managers to focus on more strategic initiatives.

In general, the role of HR management in ensuring the success and sustainability of modern organizations is important. By developing effective strategies and focusing on employee engagement and technology, HR managers can help their companies succeed in today's dynamic business environment. In terms of resource planning and labor market development trends, there are a few things you can keep in mind as you navigate the labor market. One trend to watch out for is the growing demand for flexible work arrangements, such as telecommuting or part-time working hours. Additionally, as technology continues to play a larger role in many industries, having skills in areas such as data analysis or coding can be highly valued. It's also worth considering industries that are expected to grow in the coming years, such as healthcare or renewable energy. Ultimately, it's important to keep up with industry trends and tailor your skills and job search accordingly. The labor market is changing at an incredible speed, and companies must adapt to the new changes. The trend of moving to the online format of work is dominating the market. Human resource management plays an important role in the social development of society. HR departments work to recruit and develop a diverse, skilled and motivated workforce that contributes to economic growth and social well-being. Developing effective HR practices such as training and development programs, work-life balance initiatives, and employee wellness programs can increase individual and community resilience and contribute to social cohesion. In addition, HR leaders can advocate for more ethical, responsible, and sustainable business practices

that can have a positive social impact. HR teams can also support diversity, equity and inclusion efforts to reduce systemic inequalities in our society. Overall, human resource management can make an important contribution to the social development of society by ensuring that people are equipped with the skills, knowledge and resources to build a better future for themselves and their communities. Leadership in human resource management is critical to creating a positive workplace culture and achieving business success. HR leaders are responsible for developing and implementing HR strategies that align with the organization's overall goals and objectives, and for ensuring that the company's workforce is motivated, engaged, and productive. Here are the important leadership qualities that HR managers should possess:

1. **Strategic Thinking:** HR managers need to think strategically to understand business goals and how HR can contribute to achieving them. They must be able to identify HR opportunities and challenges and develop plans to address them.
2. **Communication Skills:** HR managers must be excellent communicators both verbally and in writing. They must be able to clearly explain HR policies and practices to employees and senior management and negotiate on behalf of the organization.
3. **Emotional Intelligence:** HR managers must have high emotional intelligence, which includes self-awareness, self-management, motivation, empathy and social skills. They need to understand and manage their own emotions and empathize with the emotions of others.
4. **Integrity:** HR managers should be transparent, honest and ethical in their decision making. They should be reliable and be a role model for the organization.
5. **Creativity:** HR managers need to be creative and innovative in developing effective and efficient HR solutions. They must be willing to try new approaches and technologies to improve HR operations. Studies and analyzes show that the professional competence of the modern pedagogue lags behind the requirements of rapidly developing educational processes. This situation shows the urgency of the problems related to the development of pedagogical education and the improvement of the training of pedagogues in the process of continuous education. This is the main strategy in continuing education. The relevance of the chosen topic can be determined by the following scientific-theoretical and practical methods: First, Uzbekistan is on the way to wide integration with the world community. This goal encourages people to enjoy the universal values formed by the world community and turn them into a model of development, and to use them in national development. Secondly, the spiritual renewal of society is related to social, political, economic and cultural factors. The multifactorial nature of spiritual life requires a comprehensive approach to the problem. Thirdly, the national values of the Uzbek people, forgotten during the Soviet era, have such positive aspects that have passed the test of life, that their restoration and their use in national development are in accordance with the historical and cultural paradigm of our people, our nation, and the goal of building a free and prosperous life. Fourthly, the national values of the Uzbek people, formed in the process of long historical and cultural development, also express universal human values. This shows that the Uzbek people have been living in equal and broad integration with other peoples and nations, and it is precisely because of these connections that they have made an important contribution to world civilization. Fifth, in the following years, many studies on the issue of national and universal values were conducted, various literature was published. Empiricism, that is, the study of practical experiences and their analysis, prevails in them. It is necessary to know and analyze it scientifically. Globalization processes are pushing to create a new model of human development and nation-states to define their own development paths. At the same time, it is no secret that aspects of globalization that threaten national development and hinder the development

of national cultures are also manifested. This situation puts the issue of preserving, studying and passing on national values to the next generations on the agenda. Therefore, studying the role of national values in global development is not only of scientific and theoretical importance, but also of practical importance. Sixth, today in the world there is a struggle for the human heart and mind in the ideological, ideological and spiritual spheres. Therefore, preserving the independence of Uzbekistan and ensuring the development of our society will be decided in this struggle. This requires studying the issues of harmony of national and universal values, i.e. developing humanitarian qualities and improving its strategic methodology.

The level of study of the problem. Values as a scientific problem in Uzbekistan T.U. , O.M.Muhammadiyeva, O.Musurmrnova, M.Kuronov, K.N.Nazarov, M.A.Nurmatova, A.Nurov, N.E.Temirova and others studied. In this sense, in the development of the independent Republic of Uzbekistan, to create an excellent educational system based on the rich spiritual potential of the people and universal human values, as well as the latest achievements of modern culture, economy, science, technology and innovative technologies, as well as the theoretical and methodological foundations of national pedagogy and innovative pedagogical technologies and the need to implement it is necessary to reform the national education system, create a strategy to bring its potential to the world level, and train competitive specialists. In the decision of the President of the Republic of Uzbekistan "On measures for the further development of the higher education system": "Each higher education institution should establish close partnership relations with the world's leading scientific and educational institutions, use advanced pedagogical technologies, curricula and training programs based on international educational standards in the educational process. wide introduction of methodological materials, active involvement of highly qualified teachers and scientists from foreign partner educational institutions in educational and pedagogical activities, conducting master classes, training courses..." is of great importance. In order to be able to manage education based on national values, the teacher's competence, this set of interrelated requirements, should be able to express the generalized model of the pedagogue-teacher and the following humanitarian qualities: - the teacher's teaching skills, the ability to educate based on humanitarian qualities, the ability to objectively evaluate the knowledge of students and control skills; - he should know how to use pedagogical technologies connected with humanitarian qualities in the organization of the educational process. Since the word value means a custom that has special attention and honor, it acquires a high status if it is recognized not only by one nation but by all nations. The virtues of the peoples living on the land of Uzbekistan, such as giving greetings to the big and small alike, respecting the elderly, respecting the neighbor, showing kindness to the relative, caring for children, treating the guest regardless of their religion and nationality, tolerantly treating their offspring, considering that they are, first of all, human beings, have been gilded on the pages of world civilization for centuries. lettered. National value is a tradition that preserves the identity and glorifies the honor of each nation. If we pay attention to the essence of the five principles in Islam, it becomes clear that all of them call for virtues that are considered valuable for humanity. For example, it is said that the smallest sign of faith is to remove something that hurts people from the road. It is noted that the principles of Islam deter mankind from evil and destructive deeds. It has been emphasized that if one desires hunger and thirst for merit and does not refrain from evil deeds, there is no benefit from such hardship, if one goes on a great pilgrimage for merit, but does not refrain from corrupt words and debauchery, even a long journey will not benefit. He was warned that if he says that he will give one-fortieth of his income to the needy people, he will be rewarded by sin and crime if this income comes from impure ways or is spent on impure ways. So, in Islam, the concepts of merit and

value are closely related. As society progresses, universal values increase. For example, freedom, peace, equality, enlightenment, truth, spirituality, beauty, goodness, humanity, sociality, democracy, rule of law, etc. These feelings are getting stronger in the mind and consciousness of our people in the process of raising our independence to a new level. "That's why, in the philosophy of Navruz, the values of Navruz, living with people's pain and concern, respecting the elderly, paying attention and helping needy families, and justice and philanthropy are becoming the criteria of our activities," he says. Young people educated on the basis of national values are our future. If we teach young people to use their national pride and national heritage wisely, we will achieve great results.

When it comes to youth education, it cannot be imagined without national and universal values. Goodness is true humanity, and it is an expression of the virtue of compassion of our people's humanitarian views. Our forefathers always lived with good intentions in their lives, they lived their dreams, they spread fame to the whole world with their good names. Owner Amir Temur said, "I did good to the good, and left the bad to their own evil. "Whoever made me a friend, I did not forget the value of his friendship and I showed him kindness, generosity, and honor." Goodness is characteristic of well-educated people, and it is connected with spirituality. Spirituality is primarily related to self-awareness. "Nations that do not know the history of their people are like idiots who have lost their memory and understanding." So, spirituality is the path leading to the right, more precisely, the right-truth itself. "On the basis of the concept of spirituality, truth, truthfulness, correctness are embodied. Example: people called our Prophet Muhammad (pbuh) "Amin", and Amir Temur was called "truthful" by his friends and opponents. Our people say that President Shavkat Mirziyoyev is "a man of right words", "a just man", "a man of words and deeds". When asked in the hadiths, "Is there a word that comes after faith, but is as precious as faith?", our Prophet said: "There is, that word is a word." And the word is truth. We live in the time of righteousness. The names of great thinkers such as Imam Bukhari, Abu Ali ibn Sina, Muhammad Narshahi, Abdukhaliq Gijdivani, Mir Saeed Kulol, Khoja Arif Revhari, Bahauddin Naqshband, who emerged from this blessed land, and their rich legacy are famous throughout the Eastern and Western world. In this way, the national values of our people gain harmony and harmony with universal good values. belongs to peoples. Values are a moral factor of educational importance. Values, as an important means of education, have a serious impact on human life, the vitality of the body, health, work, knowledge, behavior, etc. It is important to improve these characteristics in relation to values in the younger generation. Tasks for solving the problem of unorganized youth are clearly defined in the action strategy. It is known that unorganized youth refers to a group of young people under the age of thirty who are not engaged in useful social activities or who do not have the opportunity to participate in the life of society through work, study and other activities. In this regard, the main areas of work with unorganized youth were defined as follows:

- ensuring the rights, freedoms and legal interests of unorganized youth;
- protecting the life and health of unorganized youth;
- help to develop spiritually, intellectually, physically and morally;
- providing open and quality education;
- creation of conditions for employment and their permanent employment;
- education in the spirit of patriotism, sense of citizenship, tolerance, respect for laws, national and universal values, able to resist harmful influences and currents, with firm faith and views on life;
- protection from actions leading to violation of moral principles, terrorism and religious extremism, separatism, fundamentalism, violence and brutality;
- raising the level of legal awareness and legal culture;
- implementation of a complex system of measures to support young families morally and materially, to create suitable housing and social and household conditions for them;
- development of cooperation with international organizations that carry out activities in the field of realization of the

rights and freedoms of young people. On this basis, the mass of unorganized youth, their problems and needs are studied, and the regions with a large number of unorganized youth are identified. They are categorized according to their interests, needs, problems, etc. The strategy serves as a basis for educating young people with feelings of faith in the future. As long as we do not raise our attention to the education of students to the level of state policy, we will not be able to achieve the goals we have in mind. Conclusions and suggestions. Great reforms are being implemented in terms of continuous professional development of general education school leaders and teachers, increasing the weight of modern personnel. From this point of view, the need for highly qualified school teachers and leaders in the implementation of the strategic tasks facing the system has increased. This requires continuous improvement of the knowledge level of these personnel. In the form of organization of advanced training of deputy principals of general education schools based on educational programs, its periodicity, duration and volume of training hours are determined by legislation. It should be noted that this form of training is usually carried out in a specialized training institution.

Continuous professional development without educational programs covers the period from course to course of teachers and leaders of secondary schools. As we mentioned above, in order to ensure the continuity and integrity of advanced training, it is desirable to improve the mechanisms of "feedback" between advanced training and independent educational activities in the subsequent period, as well as to implement interconnected systematic monitoring. In this case, it is appropriate to take into account the indicators of achievements of leaders and specialists in independent educational activities when forming training orders by the regional management bodies of public education. As a result of reforms in the system of pre-school and school education in our country, the need for continuous professional development of teachers and leaders of general education schools has increased. In addition to the strengthening of the processes of integration of modern education in the world, the tasks of innovative development of Uzbekistan impose special requirements to ensure the competitiveness of the system of improving the qualifications of teachers and leaders of general education schools. In determining the quality of education, knowledge and its levels are carried out in research on the results of learners, and a number of theoretical approaches have been developed. In particular, the mastery levels of learning outcomes are defined as follows:

1 - level - recall, re-emphasis, 2 - level - repetition of existing knowledge in known situations (on the basis of an example), 3 - level - ability to apply existing knowledge in unfamiliar situations. As a result of our research, attention should be paid to the level of development of managerial skills of heads of general education institutions in monitoring and evaluating the quality of advanced education. From the point of view of evaluating the quality of education, we believe that the effectiveness of the management courses organized for general education school leaders should consist of the following levels: Level 1: Knowing - being able to remember and explain the knowledge within the study modules; Level 2: Gaining managerial skills - being able to apply acquired knowledge in various situations of management activity; 3rd level: Gaining management skills - having the ability to apply acquired knowledge, management skills in one's personal, professional and social activities and to create new knowledge. In our opinion, in order to transition to the system of continuous professional development of general education school principals, their training requires a radical change, including: - introduction of modern forms of training; - creation of continuous professional development environment; - implementation of mechanisms to support continuous professional development. In conclusion, when expressing the competence of all our employees in the school, their general ability to effectively implement strategic assignments and tasks based on knowledge, experiences and inclinations based on

national values in the process of professional development was assumed. That is, developing effective HR practices, such as work-life balance initiatives and employee wellness programs, can increase individual and community resilience and contribute to social cohesion. In-service education determines the needs and aspirations of school teachers and leaders in relation to the development of socio-professional knowledge and management competencies.

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