

## NATIONAL CULTURAL VALUES IN THE TRAINING OF QUALIFIED PERSONNEL

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**Abstract:** In addition to training national personnel, it is important to educate them in the spirit of loyalty to national cultural values, as well as to make them specialists who meet the requirements of the time. Training qualified personnel requires introducing openness, transparency, and integrated education in Uzbekistan. This article analyzes the reforms carried out in the national spiritual sphere at all levels of education in Uzbekistan their importance in personnel training, and the optimal options for achieving high efficiency in the system of all-around mature personnel training.

**Keywords:** value, ethnoculture, personnel policy, tradition, custom, education, thinking, cultural growth, enlightenment, science, production, innovation, globalization.

**Introduction.** Today, it is an important issue to deeply inculcate national and cultural values in the minds of the young generation and thereby establish confidence in the future of our youth. The soil of our country is the cradle of immortal values. The study of national values, their role, and their importance in the social life of society allows us to determine the aspects of ethnoculture related to identity.

To strengthen the social, economic, political, legal, cultural, and spiritual grounds and values of the Republic of Uzbekistan in the current period, its further development and prospects, and its independence, educating the young generation at the level of world standards and educating them in the national spirit has always been one of the most urgent problems of the society. Social development will not be ensured if these tasks are not fully implemented. Only mature personnel who are devoted to their profession and country, have high knowledge and skills, have a solid life position, are eventful and enterprising, who will give all their knowledge, skills, and talents for the benefit of society, will ensure that Uzbekistan becomes one of the most advanced countries in the world.

President of the Republic of Uzbekistan Shavkat Mirziyoev, "It is known that education of the young generation has always been important and relevant. But in the 21st century in which we live, this issue is becoming a matter of life and death" [3] - he pointed out that the educational process is a leading value.

In the important directions of the development strategy of New Uzbekistan, called "Conducting a fair social policy and developing human capital" and "Ensuring spiritual

development and bringing the field to new levels", tasks such as the fundamental reform of the personnel training system in the country, and the implementation of systematic work in the spiritual field have been defined. [1]

**Analysis of literature on the topic.** We can see that the concept of value is assessed from a spiritual point of view as "value is a component of human and social spirituality, a concept used to express the value of events, events, processes, situations, qualities, requirements and procedures in the world"[6].

In the encyclopedic dictionary of philosophy, "Value is a philosophical-sociological and axiological concept used to show the universal, social-ethical, cultural-spiritual importance of certain events in reality. All things, events, and events that are important for society, man, and humanity: freedom, goodness, equality, peace, truth, enlightenment, culture, material and spiritual wealth, monuments, beauty, moral character and virtues, tradition, tradition, Udum, and others" [7] - it is said.

The doctrine of values in general is considered by some scholars to be a recent concept. Different philosophical periods and philosophical schools that exist in them have contributed to the formation of the concept of values.

At the beginning of the 20th century, the French philosopher P. Lapi coined the term "Axiology" to explain the theory of values scientifically.

The scientific studies conducted on these problems were studied and appropriate conclusions and recommendations were developed.

This article focuses on the importance of national values and their use in the personnel training system. To reveal the essence of the matter, the consistent policy of the First President of the Republic of Uzbekistan I.A. Karimov on training national personnel in the early years of independence and the stable activities of our country's leader Shavkat Mirziyoev at the new stage of the country's economic, social and political development aimed at further improving national thinking products were used. Also, to understand the essence of the current era more deeply, Eastern and Western thinkers Kaikovus, Abu Nasr Farabi, Yusuf Khos Khajib, R. Springer, O. The views of Bauer, G. Gachev, and others were comparatively analyzed.

As a methodological basis of this analysis, methods such as general interrelationship, principles of historicity, general logic, systematic analysis, comparative analysis, and generalization were used.

**Analysis and results.** In all periods of the development of society, education on the social consciousness of different strata of the population, their level of civilization, and political vigilance have become important.

The person lives in a society based on the rules of life of that society. In today's globalization process, it is becoming an important task to inculcate in the minds of not only our people but also the young generation that preserving national pride, national pride, honor, and dignity of the country is a high value for each of us.

It is no secret that the value of Islam is deeply embedded in the consciousness of the people in our country. M. According to Bekmurodov, "...combination of religious faith with work. The act of knowing the secrets of the world through science is connected with the understanding of the greatness and power of Allah" [9]. We can see that feelings such as faith, belief, and conscience prevail in a person who values work.

Knowledge and skills are important conditions for happiness, but it seems a bit vague to say that it is the only condition for achieving this value. That is, it is a difficult matter for a person to achieve happiness with knowledge alone. Therefore, to raise the human consciousness further, it is necessary to embody all the national and universal qualities with the attribute of value.

Today, the intellectual landscape of the world is changing radically. Technology and equipment are developing rapidly. The human mind and thinking do not even notice the changes in the environment. Such a rapid development demands a great responsibility from humanity. It is no secret that in such conditions, the education system provided to the young generation is lagging behind development in terms of quality and effectiveness.

On August 14, 2018, in the Resolution of the President No. PQ-3907 "On the measures to bring up young people spiritually, morally and physically, and raise the quality of their education system to a new level"[2] ideological immunity, respect for national and universal values, measures to eliminate deficiencies in non-educational educational activities such as deficiencies have been determined.

In general, in the short time that has passed, dozens of decisions of the President of New Uzbekistan on the organization of the education system and personnel training in a new format, and many orders of the ministry and higher organization bodies are being submitted for implementation. The goal is one. That is to say, if we allow slackness in the work of instilling national and universal values in the minds of the growing generation, forming the spirit of self-sacrifice for the country and the country, and improving the spiritual and cultural world, it will become more and more difficult to achieve the noble goals we have set before us.

According to the number of labor resources, Uzbekistan is the largest country in Central Asia in the region. According to estimates, today's population has increased to over 35 million people. Uzbekistan is a country with a share of about 40% of the labor market in Central Asia;

It can be seen that the need for potential personnel in the country will increase in the future. The educational system also needs to be organized in new conditions.

Significant work is being done to further develop the higher education system in Uzbekistan. Year by year, the amount of funds allocated for the development of education is also increasing, which serves to form a new approach to the system. In particular, the process of effective use of foreign educational experiences in the training of mature specialists is expanding.

Scientific-pedagogical integration is the main factor in achieving high results. At the same time, it is possible to observe the positive influence on the ethno-cultural development of the Uzbek people. Because today, without raising the intellectual potential to a higher level, it is very difficult to carry out the assigned tasks. Along with the scientific potential, the development of ethno-cultural characteristics will ensure the emergence of personnel loyal to the country, armed with the skills of self-sacrifice.

This practice requires changing some rules that are maintained in the educational system. This also has a positive effect on the social views of students. The most important thing is that social justice is being resolved in the educational system, and it can be predicted that shortly great success can be achieved in the field of science in our country. After all, we know that science has been at the center of special attention in the system of ethno-cultural values of the Uzbek people since ancient times.

The middle class - the class of owners, which did not exist at all in our country before independence, but today is becoming a powerful support of our society, is rapidly developing, the share of small business and private entrepreneurship in the GDP has reached 56.5%, and 77.9% of the population employed in this sector is labor. It should be noted that it makes a worthy contribution to the development of the country. As President Shavkat Mirziyoyev noted, "The people's intentions are great, their work is also great, their life is bright and their future will be prosperous" [5].

A well-known sociologist-futurologist E. Toffler, "A new person is not being formed, a new social character is being formed. That's why we need to define the characteristic features of the character, not the image of a "man" in the form of a myth because it can be evaluated by tomorrow's development", [8] the issue of time and space, the views of humanity in it are revealed.

It is an important philosophical issue to develop criteria for the adoption of innovations that correspond to the principles of national culture, spirituality, and morality.

Especially when it comes to the innovations that are being spread and implemented in the spheres of culture, spirituality, morality, and art, the problem of their compliance with the principles and boundaries of national spirituality arises. Today, most scientists consider the 21st century in which we live - an era dominated by intellectual wealth, a period of rapid growth of production industries based on modern and advanced technologies.

Today, Uzbekistan does not ignore the priority of national values in the process of reforming the system of training qualified specialists. After all, it is a fact that professional personnel with high morale can conscientiously serve the development of the country. In-depth teaching of social and humanitarian sciences in all existing educational institutions serves as the main basis for the formation of a sense of patriotism, loyalty to the country, profession, and national pride in the minds of tomorrow's owners.

President Shavkat Mirziyoyev said, "Today, as we step into a new stage of our national development, it is natural that we, along with our achievements, analyze our mistakes and shortcomings in depth and think about their elimination. If we don't do these things ourselves, no one from outside will solve our problems. ... Today, people's opinions and worldviews are changing because the people have started to serve our people, not state agencies, and our country is looking with confidence in its strength and capabilities, and tomorrow"[4].

Ignorance of spirituality is the cause of all social ills. Freedom, democracy, and personal freedom are great values. But without spirituality, they lose their value, according to the golden rule of philosophy, they become their opposite.

**Conclusions.** Today, at a time when broad economic development throughout our country is a priority, the need for mature specialist personnel is increasing. Unfortunately, there are still deficiencies in the appointment of personnel within the networks. Unpleasant situations such as abuse of the powers of the position held by a highly educated specialist are observed during his career. These cases are less noticeable in enterprises built in a modern spirit. From this point of view, based on our ethnocultural characteristics, we make some comments. Determining the reasons for this, and making appropriate decisions on taking timely measures should be a task that cannot be delayed.

The main thing is to change our national thinking and our antagonisms, besides, the need to deeply inculcate the skills of respect for national culture and values in the minds of the growing generation will increase over time. After all, it is possible to implement the above-mentioned great tasks only with healthy people in all respects.

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