

THE CONCEPT OF PROFESSIONAL COMPETENCE, ITS MAIN COMPONENTS AND THE PROCESS OF FORMATION

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Annotation: This article analyzes the theoretical foundations, content, components and important stages of the formation process of professional competence. The importance of professional competence in the modern education system and labor market is increasing. Professional competence represents the ability of a specialist to effectively organize professional activities, solve problems, apply an innovative approach and improve their activities. The article extensively covers the motivational, cognitive, operational, communicative, reflexive and personal components of professional competence. The stages of its formation and development factors are also analyzed in depth.

Keywords: competence, competence, professional competence, professional development, knowledge.

The 21st century, as the century of knowledge, technology and innovation, has radically changed the demand for human capital. Nowadays, a specialist in any field is required not only to have deep theoretical knowledge, but also to demonstrate efficiency in practical activities, quickly master innovations, make independent decisions and be active in social relations. Such requirements further strengthen the relevance of the concept of professional competence.

In today's globalization process, the success of a specialist largely depends on his professional competence. Because in the modern world, not knowledge itself, but the ability to effectively apply it in practice is highly valued. Professional competence is an integrated manifestation of a person's preparation, responsibility, knowledge and practical skills in professional activities.

One of the main tasks of the education system is precisely the training of competent specialists. Because the final result of the process of imparting knowledge is not knowledge itself, but the formation of a person who can apply that knowledge in life.

The concept of professional competence and its essence

The term "competence" comes from the Latin word *competere*, which means "to fit", "to be suitable", "to be able".

In scientific literature, competence is interpreted as a harmonious system of knowledge, skills, abilities and personal qualities necessary for a person to successfully perform a certain type of activity.

Professional competence is the ability of a person to effectively organize his professional activities, solve existing problems, perform professional tasks qualitatively and constantly improve his activities.

Professional competence is characterized by the following main characteristics:

- sufficiency of professional knowledge;
- availability of practical skills;
- ability to make independent decisions;
- responsibility;

openness to innovations;
communicative potential;
analytical thinking.

An important aspect of professional competence is that it is not limited to knowledge alone. The correct application, adaptation and updating of knowledge are also its components.

For example, for a teacher, professional competence includes not only knowledge of his subject, but also the ability to effectively organize the educational process, work with students, resolve pedagogical situations and exert an educational influence. Thus, professional competence is a criterion that determines the level of maturity of a person in his professional activities. The main components of professional competence.

Professional competence is a complex and multifaceted system. It consists of several structural components.

Motivational component.

The motivational component is the internal driving force of professional competence.

This component covers such aspects as a person's interest in the profession, internal needs, professional goals, and desire for development.

Without motivation, knowledge and skills will not be fully developed. Love for the profession and devotion to it are one of the main factors of professional growth.

The motivational component performs the following functions:

encouragement to professional activity;
direction towards the goal;
encouragement to work on oneself.

Cognitive component.

This is the theoretical knowledge base of professional competence. The cognitive component includes:

professional knowledge;
methodological knowledge;
analytical thinking;
understanding of problem situations.

Knowledge is the foundation of professional competence. The stronger the theoretical preparation, the more effective the practical work will be. The cognitive component determines the thinking capacity of the specialist.

Operational component.

The operational component is the ability to apply theoretical knowledge in practice.

This component includes:

practical skills;
technological skills;
professional actions;
situational decision-making.

The harmony of theory and practice is the main indicator of professional competence.

The operational component ensures the effectiveness of a specialist in the work process.

Communicative component

Any profession requires interaction with people.

The communicative component includes:

communication culture;
listening skills;
clear expression of ideas;
teamwork;

conflict management.

Communication skills are one of the important factors of professional success.

Communicative competence increases the effectiveness of teamwork.

Reflective component

Reflection is the ability of a person to analyze his own activities.

The reflective component includes:

self-assessment;

awareness of mistakes;

analysis of activities;

find ways to improve.

Reflection is an essential condition for professional development.

Unless a professional analyzes their own performance, development will slow down.

Personal component

This component represents the individual qualities of a specialist.

These are:

discipline; patience; responsibility; initiative; leadership; creativity; stress resistance.

Personal qualities are of great importance in professional activity.

Sometimes it is personal qualities that outweigh knowledge.

Professional competence is not formed overnight. It is a long-term, step-by-step process.

Stage 1: Choosing a professional direction.

At this stage, a person chooses a profession that matches his interests and potential.

The right direction to the profession is the basis of professional development.

When choosing a profession: interest; ability; goal; need play a key role.

Stage 2: Theoretical preparation stage.

At this stage, a person acquires professional knowledge.

In educational institutions: theoretical knowledge; scientific foundations; methodological approaches are studied. This stage creates the intellectual basis of professional competence.

Stage 3: Practical formation stage. At this stage, knowledge is applied in practice.

The individual: gains experience; develops skills; works in real situations. Practice is the main school of professional maturity.

Stage 4: Professional adaptation. The specialist enters the work activity and adapts to the real environment.

At this stage: professional experience increases; responsibility increases; independence is formed.

The adaptation period strengthens professional competence.

Stage 5: Professional improvement. This is a stage of continuous development.

The specialist: acquires new knowledge; improves skills; shares experience; learns innovations.

This stage continues throughout the entire activity.

Factors for the formation of professional competence

The following factors influence the development of professional competence:

Quality of education. Quality education is the basis of professional competence.

Independent education. A person's work on himself accelerates development.

Innovative technologies. Modern technologies create new opportunities.

Social environment. The team, colleagues and leaders influence development.

Experience. Practical experience increases professional skills.

Motivation. Internal motivation is the main factor in professional growth.

Ways to develop professional competence. To develop professional competence:

participation in advanced training courses;

participation in seminars and trainings;

reading scientific literature;

exchange of experience;

study of innovations;

independent research is necessary.

In addition, the use of modern information technologies accelerates professional development.

Conclusion:

Professional competence is one of the main factors determining the success of a modern specialist. It includes not only knowledge, but also the ability to apply knowledge in practice, solve problems, communicate, analyze, and develop oneself.

The formation of professional competence is a continuous process, which begins with the choice of a profession and develops throughout the entire career.

Today, every specialist needs to pay special attention to the development of his professional competence. Because strong professional competence is an important factor in personal success, social development and state development.

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