

Original Research Article

From The Practice Of Professional Selection Of Teachers In Higher Education Institutions

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Abstract:

This article examines the problem of formation of a diagnostic system of the intellectual level of the candidate being recruited in the professional selection of professors and teachers in higher education institutions, ensuring their competence. It is possible to solve a number of issues by establishing a system of psychological assessment of the recruitment of professors and teachers at higher educational institutions. At the same time, with the help of the formed psychological diagnostic system, a solution is found to the important issue of objective assessment of the level of psychological suitability of professors and teachers for professional activity.

Key words: professor, teacher, higher education, institution, professional selection, fitness, intelligence, emotional intelligence, social intelligence, diagnosis, system, competence.

In the world, systematic organization and management of public education, regular and stable improvement, training of competitive personnel is a priority task. It is very important to ensure the continuity of the educational system in terms of regular improvement of the educational process. In addition, continuous improvement of knowledge, skills and qualifications of professors and teachers working in higher education institutions, which is considered the main link of the continuous education system introduced in our republic, has not lost its relevance even today. In order to solve this issue, with the support of the Ministry of Innovative Development of the Republic of Uzbekistan, an innovative project for 2022-2023 is being implemented at the State University of World Languages of Uzbekistan under the number IL 21091378 "Formation of the system of psychological diagnosis of professional selection of professors and teachers in higher education institutions".

Within the framework of the project, it is envisaged to hire professors and teachers of higher education institutions and establish a system of psychological assessment of their participation in competitions. The following issues will be solved by hiring the professors and teachers of higher education institutions and establishing a system of psychological evaluation of their participation in competitions. The level of psychological fitness of professors and teachers for professional activity is assessed using the developed psychological diagnostic system. Including:

- ✓ the level of psychological suitability of professors-teachers for professional activity is determined;
- ✓ regulatory, communicative and cognitive competencies of professors and teachers are determined;
- ✓ levels of general intellectuality, social and emotional intellectuality are determined;
- ✓ possibilities of adaptability to the professional environment are studied;
- ✓ personality traits are determined;
- ✓ the level of nervous-psychic stability and tolerance to frustrating situations is determined;

- ✓ psychological diagnostic system is implemented in a computer programmed form and a database is created.

The following cases can be mentioned as scientific novelty of the research:

- criteria for evaluating the professional and psychological image of professors will be developed;
- expert assessment of professional-psychological selection of professors and teachers, "small-expert" system will be formed;
- a system of diagnostic evaluation of professor-teachers' socio-psychological orientation, professional competence, pedagogical competence, psychological competence, social-communicative competence levels and "psychological portrait of a professor-teacher" will be prepared;
- "Professor-Teacher-Employee" computer program for psychological diagnosis of professional selection of professors-teachers who are being recruited to higher educational institutions will be developed.

Every year in higher education institutions, activities for the selection of candidates for the professional activity of professors and teachers are carried out for various purposes. Today, these activities are mainly carried out by the "Community Council" established under the Higher Education Institution. It is known that the public council operates as a commission consisting of several members. In some cases, the necessary criteria for a sufficiently complete evaluation of the candidates in the cases related to the organization of the activity of this commission and its evaluation system will have the nature of limitation. In most cases, it is necessary to limit oneself mainly to documents about candidates. Therefore, there is a need to implement a system that has an impartial assessment feature that ensures the suitability and suitability of the candidate for this activity in terms of time, economy. This indicates that there is a need for the computer software "Formation of the diagnostic system of psychological suitability of professors and teachers of higher education institutions for professional activity".

In the development of diagnostic software, criteria are used to determine the professional and personal competencies of professors and teachers, which are intended to assess their suitability for professional activity. The software will be developed according to the principles of efficiency, cost-effectiveness and accuracy in the selection of candidates.

The computer software "Formation of the system of diagnosis of psychological suitability of professors and teachers of higher education institutions for professional activity" serves to obtain unbiased results regarding the selection of personnel in educational institutions, the organization of their selection, and to ensure the effectiveness of the process.

A scientific team consisting of pedagogues, psychologists and specialists in the field of information and communication is involved in the development of software. The final form of the scientific and creative development of the scientific team is determined by the presentation of indicators that confirm the impartiality, reliability, truthfulness and validity of the candidates participating in the competition. As a result of solving this problem, the following tasks are solved:

- ✓ selection criteria necessary for selection of candidates are developed;
- ✓ the selection criteria include items reflecting professional activity and personal qualities of professors;
- ✓ psychological diagnostic methods are selected according to the criteria for evaluating candidates;
- ✓ it is taken into account that psychodiagnostic methods have the ability to assess the professional competence and personality qualities of professors;
- ✓ assessment features of the selected methods are tested according to psychometric requirements to ensure the level of reliability, truthfulness, impartiality and validity of information about the candidate;

- ✓ the following criteria reflecting professional competences of professors and teachers are taken into account in the software: communicative competence; self-psychological competence; socio-pedagogical competence; cognitive competence.

Communicative competence:

- to be able to form a communication environment, to cooperate with learners; to establish a sense of relative confidence in learners; being able to receive each learner individually; being able to take the initiative in communication; have their own individual style of communication;
- extracting the necessary information from the content; creative work with necessary information; reflect personal feelings and attitudes when expressing thoughts; logical, convenient, figurative, expressive presentation of materials; distinguishing basic information, presenting materials to learners in a problematic manner, engaging them in discussion;
- the ability to understand oneself and others, to accept oneself and others, to respect oneself and others; organization, taking responsibility; that the activity is oriented towards self-professional development and personal growth.

Organizational competence:

- ✓ self-organization;
- ✓ organization of educational work;
- ✓ organization of students' life activities;
- ✓ organization of own and students' work;
- ✓ coordinating one's activities with the activities of others.

Socio-pedagogical competence:

- to ensure content, form and methods of pedagogic activities necessary to organize socio-pedagogical work based on the characteristics of different groups of learners;
- ability to study the medical, pedagogical and psychological conditions that affect the personality of the learner, his interests and needs;
- the ability to organize socio-pedagogical activities in society;
- ability to solve various social and personal problems of learners;
- tendency to prevent violations;
- owning one's personal position and reputation among learners.

Cognitive competence:

- ✓ willingness to constantly improve one's educational level;
- ✓ the need to activate personal capabilities and mobilize them;
- ✓ ability to constantly acquire new knowledge, skills and abilities, striving for self-improvement;
- ✓ ability to constantly enrich professional competences.

Ability to use pedagogical techniques:

- analyzing situations related to learners and making decisions in their favor;
- to be able to set the necessary requirements for learners and provide conditions for their implementation;
- being able to encourage students to show positive behavior;
- the ability to establish a friendly relationship with students.

The level of mental stability and adaptability to the environment in professional activity:

- ✓ flexibility skills;
- ✓ mental stability;
- ✓ communicative features;

✓ Compliance with ethical standards.

It can be concluded from the above mentioned criteria that these criteria are the main conditions for the process of professional selection of professors and teachers in higher education institutions, and according to them the methods are selected and put into practice. This, of course, allows for objective professional selection of professors and teachers and assessment of their professional competences in higher education institutions, which are the main link of the continuous education system. Unbiased evaluation of the professional competences of a candidate working in a higher education institution or getting a job serves to organize the educational process at the required level.

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