

Original Research Article

FEATURES OF PSYCHOLOGICAL DIAGNOSIS OF PROFESSIONAL SELECTION OF PROFESSORS AND TEACHERS FOR HIGHER EDUCATIONAL INSTITUTIONS**Juraev Dusmurod Uralovich***

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Abstract:

The article discusses the need to form a system for diagnosing professors and teaching staff of universities, their intellectual level in ensuring professional competence. Through the professional recruitment of professors and teachers of universities and the creation of a system of psychological assessment, their participation in competitions, many urgent issues that need to be addressed will be resolved. With the help of the established system of psychological diagnostics, the level of psychological fitness of professors and teachers for professional activities will be assessed.

Key words: professor, lecturer, higher education, institution, professional selection, suitability, intelligence, emotional intelligence, social intelligence, diagnostics, system, competence.

There are currently 117 universities in the Republic of Uzbekistan. In subsequent years, the opening of new universities and the coverage of young people with higher education will continue. If until 2017 about 9% of graduates of secondary educational institutions were admitted to universities, this academic year, due to the admission of more than 146 thousand students for the first year, the level of enrollment in higher education reached 20%. The coverage of graduates of secondary educational institutions with higher education is planned to be increased to 25% in 2023. It is expected that the number of private universities and branches of foreign educational institutions will continue to grow. The total number of branches of foreign universities has reached 21 and will continue to grow. Universities in countries such as Russia, Malaysia, Germany, Japan, Italy and France are showing interest in opening their branches, not only in Tashkent, but also in the regions. To eradicate corruption in the sphere, the Electronic University system will be introduced.

The number of students admitted to the magistracy was also more than doubled, from 5,000 to 11,500. In the 2019/2020 academic year, 6% of the teaching staff of universities was updated due to master's degree graduates. Despite all these transformations, there is no transparent system for selecting teachers for universities. Domestic universities, unlike branches of foreign universities, do not publish information on available vacancies and selection conditions on their websites. When is it planned to introduce a transparent system for the selection of teachers in domestic universities?

It is known that every year universities hold events to select candidates for the professional activities of professors and teachers for various purposes. Today, the Public Council at the university is engaged in these activities. The Public Council consists of a commission consisting of several members. In some cases, the criteria necessary for a sufficiently complete evaluation of candidates in cases related to the organization of work of this commission and its evaluation system will be limited. In most cases, you have to limit yourself to documents about candidates. It is necessary to launch a system that gives an objective assessment of the situation in terms of time, economics and the suitability of the candidate for this activity.

This provision indicates the need to create computer software "Formation of a system for diagnosing the psychological fitness of professors and teachers of universities for professional activities." To solve this problem, the Uzbek State University of World Languages is implementing project IL

21091378 "Formation of a system of psychological diagnostics for the professional selection of professors and teachers in higher educational institutions".

The development of diagnostic software will be based on criteria that serve to determine the professional and personal competencies of professors and teachers in order to assess their suitability for professional activities. The software will be developed in accordance with the principles of efficiency, economy and fairness in the selection of candidates. The software "Formation of a system for diagnosing the psychological fitness of professors and teachers of universities" serves to obtain objective results in the selection of personnel for educational institutions, organize their selection and ensure the efficiency of the process.

A scientific team, consisting of educators, psychologists and specialists in the field of information and communication, participates in shaping the development of software. The final form of the scientific and creative development of the scientific team is determined by the provision of indicators confirming the impartiality, reliability, fairness and validity of the candidates participating in the competition. As a result of solving this problem, the following tasks will be solved:

- ✓ the criteria necessary for the selection of candidates will be developed;
- ✓ Selection criteria will include items reflecting the professional activities and personal qualities of teachers;
- ✓ methods of psychological diagnostics will be developed, which will be selected in accordance with the criteria for evaluating candidates;
- ✓ psychodiagnostic methods take into account the ability of teachers to assess professional competence and personal qualities;
- ✓ evaluation characteristics of the selected methods are tested in accordance with the requirements of psychometrics to ensure the level of reliability, objectivity and reliability of information about the candidate;
- ✓ The program takes into account the following criteria reflecting the professional competencies of teachers: communicative competence; autopsychological competence; socio-pedagogical competence; cognitive competence.

Communicative competence:

- □ will help to form the ability to create an environment of communication, cooperation with students; building a sense of trust in students; the ability to accept each student individually; the ability to take initiative in communication; have an individual style of communication;
- to separate the necessary information from the content; - work creatively with the necessary information, - reflect personal feelings and attitudes when expressing ideas, - logical, convenient, figurative, expressive presentation of materials; sharing of basic information, problematic presentation of materials to students and their involvement in the discussion;
- ability to understand oneself and others, to accept oneself and others, to respect oneself and others; to take responsibility; understand that his activities are aimed at self-professional development and personal maturity.

Organizational competence: – self-organization; - organization of educational work; - organization of students' life; – organization of own and student work; - coordinating one's activities with those of others.

Socio-pedagogical competence:

- ✓ ensuring the content, form and methods of pedagogical activity necessary for the organization of social and pedagogical work, taking into account the characteristics of different groups of students;

- ✓ the ability to study the medical, pedagogical and psychological conditions that affect the student, take into account his interests and needs;
- ✓ the ability to organize socio-pedagogical activities in society;
- ✓ ability to solve various social and personal problems of students;
- ✓ the desire to prevent offenses;
- ✓ Possession of personal status and prestige among students.

Cognitive Competence:

- ✓ willingness to constantly improve their level of knowledge;
- ✓ the need to activate and mobilize personal capabilities;
- ✓ the ability to constantly acquire new knowledge, skills and abilities, the desire for self-improvement;
- ✓ The opportunity to constantly expand their professional competencies.

Skills in the use of pedagogical techniques:

- analyze the situation with students and make decisions in their favor;
- establishing the necessary requirements for students and creating conditions for their implementation;
- be able to encourage students to positive behavior;
- Ability to establish friendly relations with students.

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

- ✓ flexibility skills;
- ✓ neuropsychological stability;
- ✓ communication features;
- ✓ Compliance with ethical standards.

These criteria are the main conditions of the process of professional selection of professors and teachers, according to which methodologies are selected and applied.

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